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manpower and labour relations

REVIEW

Economics and Research Branch, Department of Labour, Canada

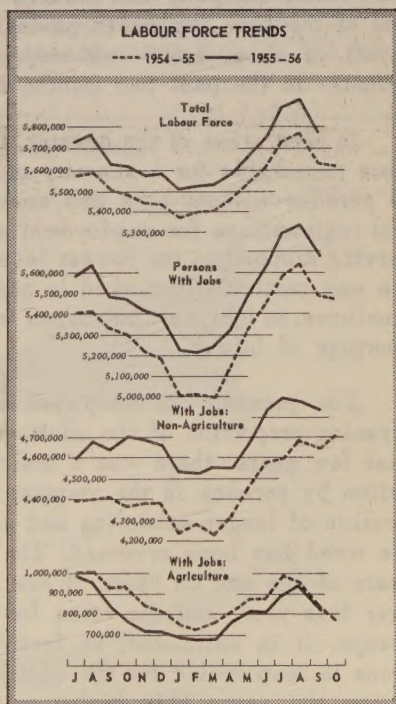
Current Manpower Situation

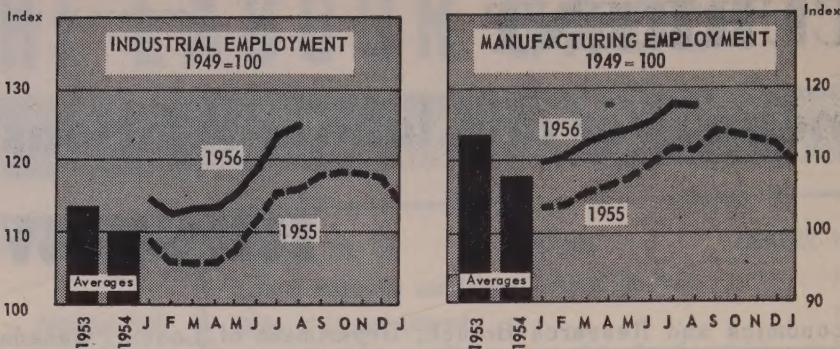
ECONOMIC activity and employment were both well maintained during September although the usual seasonal decline in employment occurred at the beginning of the month as students and other short-term workers withdrew from the labour force. Because of the pressure on manpower resources this year, considerable numbers of otherwise inactive people have been drawn into gainful employment. Nevertheless, workers were in short supply in a large number of occupations.

Employment during September was at a new high for the month, persons with jobs being estimated at 5,676,000. This was 147,000 below the figure for August but 181,000 above that for September 1955.

A little more than two-thirds of the drop was the result of a decline in agricultural activity. Harvesting work was nearly finished in most regions, in spite of the extraordinary difficulties experienced in recruiting workers. In the Prairie Provinces in particular, it was necessary to make use of a great deal of part-time help and of members of the armed forces. At the end of the month, the demand for harvesters and general farm workers was still strong in the Atlantic, Ontario and Prairie regions.

The employment trend in non-agricultural industries has shown





a tendency to level off after the rapid rise earlier in the year. The estimate of non-farm job-holders dropped 42,000 from the previous month, perhaps slightly less than usual. After adjustments for seasonal changes, employment in this sector was 2 per cent higher than at the beginning of this year and 9 per cent higher than at the beginning of 1955.

In addition to the usual drop in the tourist industry, some fairly large layoffs occurred during September, although most of these were short-term. About 8,000 workers were released because of the model change-over at General Motors and Chrysler but most of these were back at work early in October. Production of new models was resumed at the Ford Motor Company and workers laid off in August were recalled. The end of the farm implement production season resulted in the temporary layoff of about 1,600 workers, bringing the number released by this industry in the past two months to more than 4,000.

In most areas of the country, however, the employment situation was more remarkable for a scarcity of labour than for layoffs. The estimate of persons without jobs and seeking work declined slightly to 97,000 and registrations for employment at offices of the National Employment Service dropped to the lowest level in four years. The scarcity of workers was particularly marked in northern Ontario and in the three Prairie provinces. In fact, only two areas in these regions did not report a general shortage of labour.

The pressure on manpower resources this year has drawn an increasing proportion of the adult population into employment. During the past few years, there was a noticeable decline in labour force participation by persons in the younger and older age groups—a probable reflection of longer schooling and earlier retirement. This year, however, the trend has been reversed. The participation rates for males, 14–19 years of age and 65 years of age and over, show a significant increase over last year, and the rates for females have been higher in all age groups. It is estimated, in fact, that the increased participation rate alone is responsible for the addition of some 50,000 to the labour force during the year. This higher rate is attributable in no small degree to the manpower squeeze in agriculture.

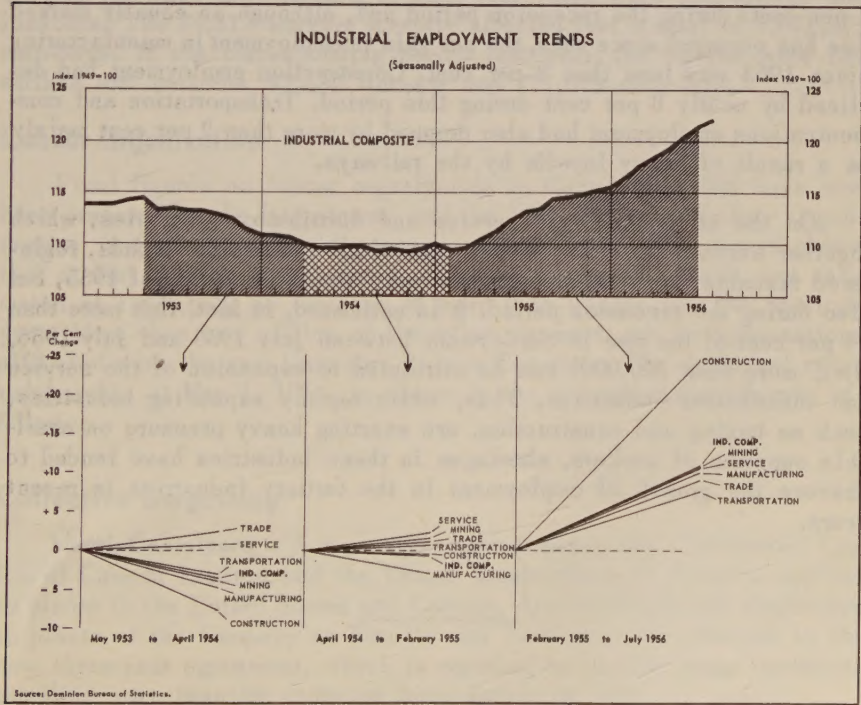
The expansion in economic activity during the past year and a half has resulted in some spectacular employment gains, particularly in

certain industries. These gains should, however, be viewed in the perspective of longer run trends. The accompanying chart shows the trend of employment, seasonally adjusted, for the industrial composite, from 1953 to the present time, and percentage changes for the various industrial groups during this period.

The dynamic role of construction in the current upturn is clearly demonstrated, for employment in this industry increased almost 25 per cent from February 1955 to July 1956. This reflects a remarkable jump in construction investment over the past two years, with spending in 1955 more than 16 per cent higher than in 1954, and intended expenditures in 1956 about 27 per cent higher than in 1955.

The construction industry has shown little or no sign of slackening its pace, although normally building activity begins to slow down at this time of year. Some changes have occurred, however, within the industry. Housing construction has slackened somewhat in recent weeks but this has had little effect on total employment in the industry: increased labour requirements in other fields of construction have more than offset the reduction in house-building. Construction employment in August was estimated at 480,000 – almost 50,000 more than ever before.

Other industries also have responded to rising demand pressures. Employment in the primary industries, apart from agriculture, has risen quite sharply as a result of the heavy demand, both at home and abroad, for industrial raw materials. Manufacturing employment, seasonally adjusted, has risen by about 10 per cent since the beginning of 1955, as a



result not only of high levels of investment spending but also of increased expenditures by consumers for housing and many types of durable goods. To carry the much increased traffic, the transportation industries have hired additional staff and employment in the various service and distribution industries has risen to keep pace with the generally increased tempo of economic activity.

In fact, the increase in employment has, in varying degree, been distributed over the entire industrial complex. Some industries, such as construction, have been able to attract greater numbers of workers than other industries because of the drawing power of high wages. More than 6,000 vacancies for carpenters and unskilled construction workers were registered with the NES at the end of September this year, more than double the year-earlier figure. Shortages have also been reported in a fairly wide range of other occupations. NES statistics indicate that, in addition to the occupations mentioned, there were significant scarcities of loggers, miners, sheet-metal workers, engineers, draughtsmen, electronic technicians, auto mechanics, secretaries, stenographers and domestic servants. Workers in these occupational groups were urgently required in all regions.

In order, however, to set the current manpower picture into proper perspective, it is necessary also to take into account the recession period that preceded the 1955 upturn. It is evident from the foregoing chart that while construction, mining and, to a lesser extent, manufacturing, made striking advances since the beginning of 1955, these gains were partly offset by losses during the latter part of 1955 and in 1954. Employment in manufacturing actually dropped substantially (about 7 per cent) during the recession period and, although an equally marked rise has occurred since then, the net gain in employment in manufacturing since 1953 was less than 3 per cent. Construction employment had declined by nearly 8 per cent during this period. Transportation and communications employment had also dropped by more than 2 per cent mainly as a result of heavy layoffs by the railways.

On the other hand, the service and distribution industries, which together account for about 40 per cent of all workers in Canada, registered sizeable employment gains not only since the spring of 1955, but also during the recession period. It is estimated, in fact, that more than 60 per cent of the rise in employment between July 1953 and July 1956, (i.e., more than 200,000) can be attributed to expansion of the service and distribution industries. Thus, while rapidly expanding industries, such as mining and construction, are exerting heavy pressure on available supplies of workers, shortages in these industries have tended to obscure the growth of employment in the tertiary industries in recent years.

Labour-Management Relations

SINCE agreements were completed earlier in the year covering most of the major collective bargaining situations, negotiations during the past two months have centred around relatively small bargaining units spread over many industries. Demands of the unions for substantial wage increases and other benefits have in most cases been settled peacefully, but the number of strikes has been greater than usual.

The 52 stoppages reported for August 1956 is the highest figure for some years and preliminary figures for September show only a slight drop to 48. More than 20 of these each affected fewer than 100 workers and only 9 involved more than 500. In total 14,069 workers were involved in the 48 stoppages and the time loss was 111,200 man-days. In September 1955, 34 strikes and lockouts with 23,176 workers caused 214,090 days of lost time.

Wage increases of considerable size together with substantially improved fringe benefits negotiated earlier for many large bargaining units have resulted in pressures in the smaller units for similar gains. Wage increases appear to have been a main point at issue in more than two-thirds of the strikes in existence during September. Such fringe benefits as vacations, statutory holidays, health and welfare and pensions were also matters in dispute in more than 40 per cent of the stoppages. Hours of work, union security and seniority were factors in a much smaller proportion of the disputes.

Preliminary figures compiled in the Department of Labour show that in the first nine months of this year there were 191 strikes and lockouts. The 79,317 workers directly affected lost a total of 1,071,075 man-days. In the corresponding period last year, the figures were 130 strikes and lockouts, 52,530 workers and 771,075 man-days.

Labour Organization

Final figures on labour organization in Canada for 1956 have now been prepared by the Department and the 1956 edition of *Labour Organization in Canada* is in the process of publication. The report shows that at May 1, 1956, membership of labour unions in Canada was estimated at 1,351,652, an increase of more than 80,000 over the previous year. More than one million of the union members are in organizations affiliated with the new Canadian Labour Congress. The estimated union membership at May 1, 1956, is shown in the accompanying table by affiliation.

Collective Bargaining

Metal Containers – A new agreement between the Continental Can Co. of Canada Limited and the United Steelworkers of America applies to plants in the United States and Canada. Approximately 900 employees in plants of the company at Toronto and Vancouver are affected by the new three-year agreement, which is reported to provide wage increases totalling more than 20 cents an hour during its life.

Estimated Union Membership, May 1956

	Branches	Members
Canadian Labour Congress	5,238	1,030,000
AFL-CIO/CLC	3,527	821,000
CLC only	1,662	203,000
AFL-CIO directly chartered locals (affiliated with CLC)	49	6,000
Canadian and Catholic Confederation of Labour	432	101,000
American Federation of Labor—Congress of Industrial Organizations only	24	1,000
International Railway Brotherhoods.....	366	44,000
Unaffiliated International Unions.....	170	81,000
Unaffiliated national, regional and local organizations	532	94,000
Total.....	6,762	1,351,000

Engineering Machinery — Canadian Vickers, Limited, Montreal, has agreed with four unions to a 10-cent-an-hour increase in a one-year contract. Other contract changes concern overtime, statutory holidays, pensions and seniority. The four unions are the International Brotherhood of Boilermakers, the International Association of Machinists, the Sheet Metal Workers' International Association, and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry.

Transportation Equipment — Early in October the management of Canadian Car & Foundry Co., Limited, Fort William, and the United Automobile Workers agreed on a new contract. Employees will receive immediate wage increases ranging from 5 to 10 cents an hour and a further 4 cents on June 1, 1957.

Meanwhile a dispute between the same company and the Brotherhood of Railway Carmen, representing employees at the Dominion and Turcot works in Montreal, has been referred to conciliation. In addition to a wage increase, the union is seeking a work week of 40 hours, three weeks' vacation after 10 years' service, additional statutory holidays, a union shop and company financed pension and health plans.

Electrical Apparatus — Employees of R.C.A. Victor Co., Limited, Prescott, are covered by a new two-year agreement which provides increases totalling 16 cents an hour payable at intervals during the two years. The work week will be reduced progressively from 42½ to 40 hours. The employees are represented by the International Union of Electrical, Radio and Machine Workers.

Agreement between the United Steelworkers of America and the English Electric Company of Canada, Limited, St. Catharines, ended the strike of approximately 600 employees that began September 24. The new 28-month contract is reported to provide benefits valued at approximately 20 cents per hour.

Chemicals — Differences between Polymer Corporation, Limited, and the Oil, Chemical and Atomic Workers of America have been referred to a

conciliation officer. The union has been seeking a one-year contract with a 20-per-cent increase. The counter-proposal of the company was a three- or 3½ - year contract with an immediate 6-per-cent increase in rates, a further 3 per cent at April 1, 1957, and 3 per cent at April 1, 1958, plus a cost-of-living escalator clause.

Automobiles — Negotiations have been going on for some time between Chrysler Corporation of Canada, Limited, and the United Automobile Workers of America. Although agreement had not been reached at the middle of October, it was reported that, with the assistance of a conciliation officer, some progress towards a settlement had been made. It appears that one of the main matters in dispute concerns the length of time any new agreement should apply.

Shipyards — Approximately 5,000 workers are affected by negotiations at several shipyards in Vancouver and Victoria. The companies and the several unions bargaining jointly are reported to have reached a basis for settling differences for submission to a vote of the employees. The unions had originally requested an increase in wages of 35 cents an hour as well as improvements in fringe benefits.

Primary Textiles — The Textile Workers' Union of America is reported to have negotiated a new agreement with the Hamilton Cotton Company, Limited, covering plants in Hamilton, Dundas and Trenton. The two-year agreement is reported to provide wage increases amounting to 6 cents an hour.

Working Conditions — Office Workers

The 1956 survey of working conditions revealed little change from 1955 in the standard hours for office employees in manufacturing. Establishments accounting for 91 per cent of the total office workers reported a 5-day week (89 per cent in 1955) and almost 63 per cent of the office workers had a weekly schedule of 37½ hours or less (60 per cent in 1955).

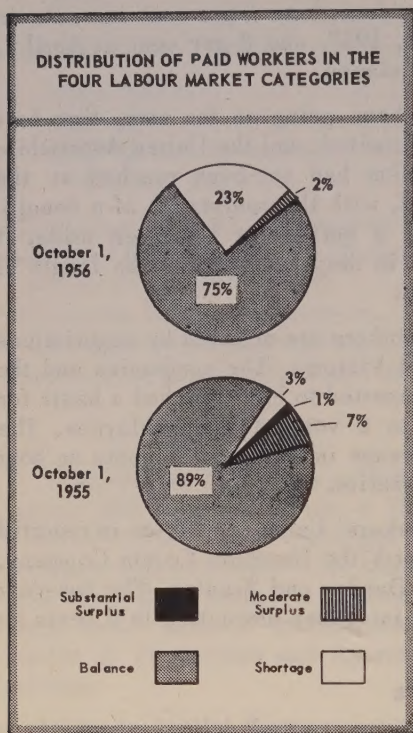
The proportion of employees in offices of manufacturing plants where eight or more paid statutory holidays were granted was higher in 1956 (85 per cent) than in 1955 (82 per cent). About one-quarter of the employees were in offices paying for nine or more in 1956, compared with one-fifth in the previous year.

There was evidence that the trend towards a more liberal vacation policy continued. Employees in plants reporting a three-week vacation constituted 72 per cent of the total. This is only slightly higher than in 1955, but the proportion in plants where three weeks were given after 10 years' service or less jumped to 10 per cent from 5 per cent in 1955. Four-week vacations also showed some gain—13 per cent in the latest survey compared with less than 8 per cent in 1955.

Pension plans for office employees were reported in effect in offices employing 78 per cent of the total (74 per cent in 1955). For group life and wage loss insurance, the proportions were virtually unchanged from last year at 90 and 58 per cent respectively.

Additional information on working conditions of office employees will appear in the November issue. An article on working conditions of plant employees appears in this issue on page 1303.

Manpower Situation in Local Areas



A GENERAL shortage of labour was still reported at October 1 in one-quarter of the 109 labour market areas regularly surveyed by the Department of Labour. All but two of the remainder were in the classification denoting approximate balance between labour requirements and the available supply. Eighteen of the 20 areas in the Prairie Provinces were in shortage, a reflection of the rapidly increasing industrial output, the heavy programs of industrial, institutional and highway construction in all three provinces, and the harvesting of an above-average grain crop. All the areas of northwestern Ontario were also in the shortage category because of the persistent scarcity of workers in forestry, construction and mining.

Most of the changes in area classification during September involved the movement into and out of the shortage category. By October 1, the harvesting of tobacco, grain and field crops was near completion in many areas and the resulting release of workers eased the shortage of construction and woods workers. In other areas, however, the requirements of construction and manufacturing increased more rapidly than the available supply of workers.

The situation in Windsor and Oshawa showed the expected improvement as automobile workers were recalled after layoffs for model change-over; Windsor was reclassified into the moderate surplus category and Oshawa into balance.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Oct. 1 1956	Oct. 1 1955	Oct. 1 1956	Oct. 1 1955	Oct. 1 1956	Oct. 1 1955	Oct. 1 1956	Oct. 1 1955
Metropolitan	—	—	1	1	6	9	4	1
Major Industrial	—	1	1	7	22	19	4	—
Major Agricultural	—	—	—	—	6	14	8	—
Minor	—	—	—	3	46	53	11	1
Total	—	1	2	11	80	95	27	2

*See inside back cover May *Labour Gazette*.

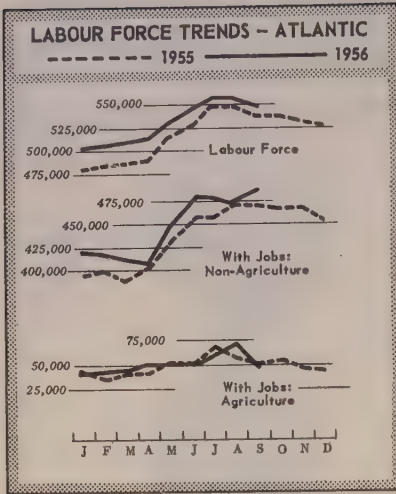
CLASSIFICATION OF LABOUR MARKET AREAS

October 1, 1956

LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	→ WINDSOR	Hamilton Montreal Quebec - Levis St. John's Toronto Vancouver - New Westminster	Calgary Edmonton Ottawa - Hull Winnipeg
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Brantford	Corner Brook Cornwall Farnham - Granby Guelph Halifax Joliette Kingston Lac St. Jean London Moncton New Glasgow Niagara Peninsula → OSHAWA Peterborough Rouyn - Val d'Or Saint John Sarnia Shawinigan Falls Sherbrooke Sydney Trois Rivières Victoria	Fort William - Port Arthur → KITCHENER Sudbury Timmins - Kirkland Lake
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Barrie Chatham Charlottetown Prince Albert Rivière du Loup Therford - Megantic - St. Georges	Brandon Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon Yorkton
MINOR AREAS (labour force 10,000 - 25,000)		Bathurst Belleville - Trenton Beauharnois BRACEBRIDGE ← Brampton Bridgewater Campbellton → CENTRAL VANCOUVER ISLAND Chilliwack → DRUMMONDVILLE Edmundston Fredericton Galt Gaspé Goderich Grand Falls Kentville Lachute - Ste. Thérèse Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound PEMBROKE ← Portage la Prairie Prince George Prince Rupert Quebec North Shore Rimouski SIMCOE ← Sorel Ste. Agathe - St. Jérôme St. Hyacinthe St. Jean Stratford St. Stephen Summerside Terre - Nelson Truro Valleyfield Victoriaville Walkerton WOODSTOCK - INGERSOLL WOODSTOCK, N.B. ← Yarmouth	Cranbrook → DRUMHELLER Dauphin Dawson Creek → KAMLOOPS Lestow Medicine Hat → SAULT STE. MARIE → ST. THOMAS Swift Current Weyburn

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



TOTAL employment in the Atlantic region changed very little during September from the record level reached in August. Persons with jobs were estimated at 536,000 at September 22, a decline of 7,000 from a month earlier but an increase of 17,000 from a year earlier. The decline was entirely the result of seasonal reductions in the labour force. Demands for construction and forestry workers eased slightly during the month as a result of the usual shift from farm to non-farm employment following completion of the hay harvest. Nevertheless, expansion of non-farm employment reduced available labour supplies

to the lowest level in five years. Construction continued very active, resulting in heavy demands for skilled tradesmen.

Manpower requirements in the region as a whole have been much stronger this summer than last. Employment levels differed most noticeably from a year ago in construction, forestry, trade and manufacturing. Construction was particularly brisk in New Brunswick, mainly because of continuing work on large projects such as the \$50,000,000 hydro-electric plant at Beechwood and the army camp at Gagetown. The increase in forestry employment reflects the improvement in foreign and domestic markets for lumber and pulp. Manufacturing employment in Nova Scotia was 10 per cent higher than a year earlier, chiefly because of a sharp recovery in the railway rolling stock and iron and steel industry. Total industrial employment in the region was about 7 per cent higher than a year earlier.

Only one of the 21 areas in the region was reclassified during the month, from the shortage to the balanced category. At October 1 the area classification was as follows (last year's figures in brackets): in balance 21 (17); in moderate surplus 0 (4).

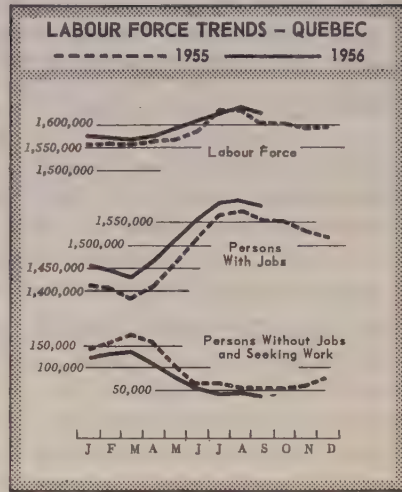
Local Area Developments

St. John's (metropolitan). Remained in Group 3. Unemployment continued to decline in this area as logging and construction remained very active. A layoff involving 150 workers occurred at Fortune Bay Products Limited, a fish processing plant, but on the whole manufacturing employment showed little change during the month. Total employment was slightly higher than a year earlier.

Woodstock (minor). Reclassified from Group 4 to Group 3. Labour requirements eased sufficiently during the month to warrant a change in the classification of the area. Carpenters, construction labourers and farm workers however, continued to be scarce.

QUEBEC

BOTH the labour force and employment dropped seasonally in Quebec during the month. In the week ended September 22, the number of persons with jobs was estimated at 1,583,000, a new record for the month and 32,000 higher than a year earlier. The completion of farm work in some areas accounted for a decrease of 15,000 in agricultural employment during September but it was apparent that other jobs were fairly plentiful for those who wanted work. The number of persons registered for employment at NES offices dropped to 43,200, about 2.7 per cent of the labour force.



Production and employment in manufacturing continued to expand steadily, led by sizeable gains in firms producing electrical apparatus, paper, aluminum and other non-ferrous metals. Employment in textiles was moderately higher than last year, following strike settlements with the larger firms. Employment in transportation equipment continued the recovery that began last year.

New records were established in most non-manufacturing industries, with gains of nearly 5 per cent over last year's high in mining, trade and service. Construction appeared to be past its seasonal peak but employment was at least 25 per cent higher than last year. A new mark might also have been set in forestry but for the scarcity of available labour.

The effects of the continued industrial expansion in the region during the past year have been most marked in the metropolitan and major industrial centres, although all areas have benefited in some degree. At October 1, for the first time in many years, labour supply and demand were in approximate balance in all 24 areas of the region. Last year at this time two areas were still in the moderate labour surplus category.

Local Area Developments

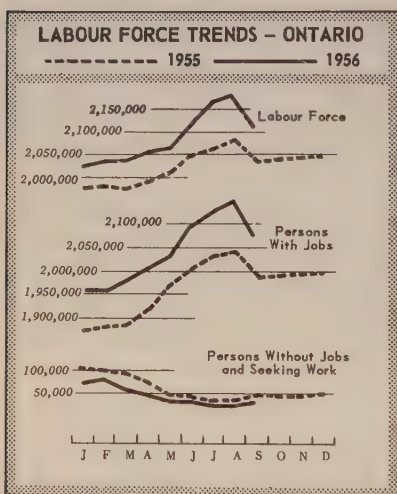
Montreal (metropolitan). Remained in Group 3. Employment continued at a high level, the latest index being 6 per cent above last year's record. Activity in the clothing industry neared its fall peak, with employment slightly higher than last year. Employment in aircraft manufacturing showed an increase over last year, although it was still far below the 1953 level. In virtually all other industries employment was substantially higher than ever before. Registrations for employment at the NES office dropped slowly to 16,100 at the end of September, 6,400 below the comparable figure in 1955. More than 8,000 job vacancies were registered with the NES, considerably more than at any previous time on record.

While opportunities existed in all occupations, requirements were particularly strong for engineers, draughtsmen, machinists, toolmakers, sheet metal workers and operators of heavy construction equipment. Among women, there was a strong demand for secretaries, secondary textile workers and household service workers.

Quebec-Lévis (metropolitan). Remained in Group 3. Employment was higher and unemployment lower than last year. Textile plants in the area have been operating at capacity since the settlement of a strike earlier this summer. Pulp and paper companies had recruited most of their pulpcutting crews, but were having difficulty getting the remainder. In the Lévis shipyards, employment was higher than last year and it is expected that the annual fall layoff will be smaller than last winter.

Drummondville (minor). Reclassified from Group 2 to Group 3. Moderate employment increases were reported in most industries in the area. Near-capacity production was maintained in all textile plants except those manufacturing hosiery, where layoffs occurred as a result of a falling demand for full-fashioned hose.

ONTARIO



IN the Ontario region, employment showed continued strength during September, despite the usual seasonal decline as students and other short-time workers withdrew from the labour force. Persons with jobs were estimated at 2,076,000 at September 22, a decrease of 75,000 from the previous month and an increase of 90,000 from a year earlier. Declines in farm employment and temporary layoffs in the automobile and related industries accounted for most of the decrease in total employment. Apart from a sizeable number of workers on extended layoff from the automobile industry,

unemployment remained at a low level.

Most industries operated at or near capacity, with the exception of agriculture, which was hampered by inclement weather, and the automotive and farm implement industries, where model change-over and end-of-season layoffs were continuing. Construction remained very active despite labour disputes. Activity in the logging industry was rising but operations in several areas were curtailed by the scarcity of experienced bushworkers. Labour shortages also continued in mining and agriculture, and engineers, draughtsmen and experienced workers in certain construction, trade and service occupations were scarce.

At October 1, classification of the 34 areas in the region was as follows (last year's figures in brackets): in shortage, 7 (0); in balance, 25 (30); in moderate surplus, 2 (3); in substantial surplus, 0 (1).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. Employment conditions were stable despite seasonal adjustments in the farm implement, motor vehicle and textile industries. The iron and steel industry increased production. Construction employment showed sustained strength. Skilled workers were scarce in technical and factory trades, and in managerial, service and trade occupations.

Ottawa-Hull (metropolitan). Remained in Group 4. There was no marked change in the labour market situation although the number of occupations in short supply increased during the month, particularly in the construction trades.

Toronto (metropolitan). Remained in Group 3. The labour market tightened during September and employment was 6 per cent higher than a year earlier. Most industries remained busy. There was some weakening in residential construction but other branches of the industry continued strong.

Windsor (metropolitan). Reclassified from Group 1 to Group 2. Rehiring of workers in several automotive plants more than offset layoffs for retooling in other parts of the industry and resulted in an easing of labour surpluses. Steel shortages and credit curtailment caused some slowing down in construction.

Kitchener (major industrial). Reclassified from Group 3 to Group 4. Increased demand for skilled workers, mainly in construction and metal trades, brought the area into shortage.

Oshawa (major industrial). Reclassified from Group 2 to Group 3. Rapid rehiring of automobile workers in the first week of October brought employment back to normal.

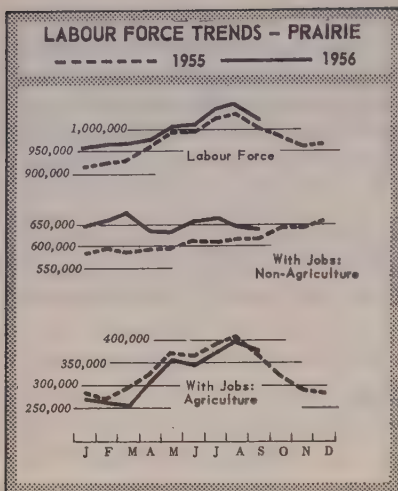
St. Thomas and Sault Ste. Marie (minor). Reclassified from Group 3 to Group 4.

Bracebridge, Pembroke, Simcoe and Woodstock-Ingersoll (minor). Reclassified from Group 4 to Group 3.

PRAIRIE

DURING September, employment in the Prairie region remained at record levels for the month. The return of students to school after the summer resulted in a seasonal contraction of the labour force and accentuated the shortages of semi-skilled and unskilled workers. Most types of workers continued to be urgently needed throughout the region. Persons with jobs were estimated at 1,014,000 at September 22, a decrease of 34,000 from the previous month but an increase of 25,000 from a year earlier. Registrations for employment at NES offices declined during the month to 1.5 per cent of the labour force, compared with 2 per cent a year before.

Harvesting operations were impeded during the month by rainy weather and a shortage of farm help. The number of harvest workers from eastern Canada was reported to be much below normal. Fairly good progress was being made with the harvest, however, with the help of men in the armed forces and of persons with farm experience who normally work



regularly in other occupations. The generally tight labour market situation is reflected in the NES statistics, which show that at the end of the month 40 per cent more job vacancies than job registrations were recorded for males.

Only one area was reclassified during the month, from the balanced to the shortage category. At October 1, the area classification was as follows (last year's figures in brackets): in shortage 18 (2); in balance 2 (18).

Local Area Developments

Calgary (metropolitan). Remained in Group 4. Unemployment continued to decline in this area, reaching the lowest level in several years.

Demands for harvest help eased following an influx of workers from outlying districts but most industries needed additional workers. The most acute labour shortage was of construction workers; machine operators and labourers for highway construction were also very scarce.

Edmonton (metropolitan). Remained in Group 4. Employment continued to expand, setting a new all-time record in this area. At the same time, unemployment dropped lower than at any time in the past five years. The manpower situation continued to be very tight, resulting in competitive bidding for workers in some key occupations. Shortages of construction workers were reported to be particularly severe. At the end of the month, 650 labourers were urgently needed but the supply was almost completely exhausted. Total male vacancies were double the number of job registrations listed at the local office.

Winnipeg (metropolitan). Remained in Group 4. Employment continued at a record level. Labour shortages were reported in agriculture, construction and some parts of manufacturing.

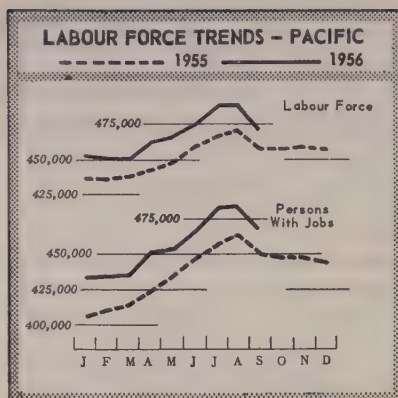
Fort William-Port Arthur (major industrial). Remained in Group 4. Employment remained at record levels. Loggers and all types of construction workers continued to be very scarce.

Drumheller (minor). Reclassified from Group 3 to Group 4.

PACIFIC

NEAR-RECORD employment levels were maintained in the Pacific region during September, although the usual withdrawal of seasonal workers, particularly students, from the labour force caused some decline in the total numbers employed. Persons with jobs were estimated at 467,000 at September 22, about 16,000 fewer than a month earlier but 17,000 more than in September 1955. Registrations for employment at NES offices were at a record low. On the other hand, job vacancies were considerably more numerous than they have been for many years.

Harvesting operations were progressing rapidly although farm labour shortages reached near-critical points in many districts. Farm product and fish processing plants were fully active. Temporary employment of housewives helped to meet the labour demand in these industries. With cooler weather, forest fire hazards diminished, permitting logging and sawmilling to return to full production. Most branches of mining, manufacturing and construction continued to operate near capacity, with the exception of coal mines and shingle mills, which felt the effects of weak demand. In construction, a strike of rock and tunnel workers brought activities to a halt in some areas. Trade and services were very active.



Compared with a year ago, the construction industry showed the most rapid increase in employment, followed by the public utilities and service industries. Manufacturing in general continued its long-term expansion and remained well above 1955 levels. Most of the 1956 increase in manufacturing employment, however, occurred in the early part of the year. Among the various branches of manufacturing, the iron and steel, transportation equipment and non-ferrous metal products industries continued to expand much more rapidly than in 1955. Trade, finance, insurance, real estate and the service industries maintained their steady rate of growth.

Shortages of labour continued, particularly of engineers, draughtsmen, some types of metal workers, miners, and loggers. During the month, one area was reclassified from the balanced to the shortage category and one from moderate surplus to balance. At October 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in shortage, 2 (0); in balance, 8 (8); in moderate surplus, 0 (2).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 3. Employment continued at record levels, about 9 per cent higher than a year ago. Manufacturing was highly active, particularly in the metal and wood trades. Logging operations increased rapidly as the weather improved. Construction showed continuing strength. Experienced and qualified workers were scarce in most occupations and the shortage of nurses was serious.

Victoria (major industrial). Remained in Group 3. Most industries operated at capacity. The labour market was exceptionally tight, particularly for engineers, draughtsmen, welders, mechanics and household service workers.

Kamloops (minor). Reclassified from Group 3 to Group 4.

Central Vancouver Island (minor). Reclassified from Group 2 to Group 3.

Current Labour Statistics

(Latest available statistics as of October 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 22	5,773,000	- 2.6	+ 2.5
Total persons with jobs.....	Sept. 22	5,676,000	- 2.5	+ 3.3
At work 35 hours or more.....	Sept. 22	5,168,000	+ 1.5	+ 3.2
At work less than 35 hours	Sept. 22	345,000	+ 8.8	+ 8.2
With jobs but not at work.....	Sept. 22	163,000	-60.5	- 2.4
With jobs but on short time.....	Sept. 22	22,000	+22.2	- 4.4
With jobs but laid off full week	Sept. 22	17,000	+41.7	+54.5
Persons without jobs and seeking work	Sept. 22	97,000	- 5.8	-29.7
Persons with jobs in agriculture	Sept. 22	841,000	-11.1	- 0.4
Persons with jobs in non-agriculture.....	Sept. 22	4,835,000	- 0.9	+ 4.0
Total paid workers.....	Sept. 22	4,455,000	- 1.1	+ 4.5
<i>Registered for work, NES (b)</i>				
Atlantic.....	Sept. 20	17,300	- 1.2	-16.0
Quebec.....	Sept. 20	43,700	-12.4	-19.8
Ontario	Sept. 20	66,900	- 0.5	- 3.3
Prairie	Sept. 20	15,300	-13.1	-27.8
Pacific	Sept. 20	15,600	-12.9	-25.0
Total, all regions	Sept. 20	158,800	- 6.7	-14.8
<i>Claimants for Unemployment</i>				
Insurance benefit	Sept. 1	132,276	- 4.5	-13.4
Amount of benefit payments	August	\$8,170,564	+ 3.1	- 6.4
Industrial employment (1949=100)	August 1	125.0	+ 0.6	+ 7.7
Manufacturing employment (1949=100)....	August 1	117.7	- 0.3	+ 5.7
Immigration.....	1st 6mos. 1956	69,924	-	+19.7(c)
<i>Strikes and Lockouts</i>				
No. of days lost	September	111,200	-	+38.9(c)
No. of workers involved	September	14,069	-	+51.0(c)
No. of strikes	September	48	-	+59.2(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	August 1	\$64.74	+ 0.3	+ 5.9
Average hourly earnings (mfg.).....	August 1	\$ 1.52	- 0.2	+ 5.0
Average hours worked per week (mfg.).....	August 1	40.9	- 0.7	+ 0.2
Average weekly earnings (mfg.).....	August 1	\$62.33	- 0.9	+ 5.3
Consumer price index (av. 1949=100).....	Sept. 1	119.0	- 0.1	+ 1.9
Real weekly earnings (mfg. av. 1949=100)	August 1	125.4	- 1.5	+ 2.9
Total labour income..... \$000,000	July	1,223	+ 0.7	+12.7
<i>Industrial Production</i>				
Total (average 1935-39=100).....	July	284.9	- 4.6	+ 8.0
Manufacturing	July	286.4	- 5.6	+ 8.0
Durables	July	358.2	- 3.4	+11.9
Non-Durables	July	240.5	- 7.5	+ 4.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Equal Pay Act Proclaimed In Force from October 1

The Female Employees Equal Pay Act came into force on October 1. The date was proclaimed in *The Canada Gazette*, Part II, September 26.

The Act provides that female employees doing work which is identical or substantially identical to that being done by male employees shall not be paid at rates of pay less than the rates of pay of such male employees.

Federal Jurisdiction

Copies of the Act were sent out last month to employers and trade unions concerned in operations coming within federal jurisdiction. Such operations include railways, water transportation, navigation and shipping, canals, telegraphs, airlines, radio, banks, other works of an inter-provincial or international nature or which have been declared to be for the general advantage of Canada or of two or more provinces.

Employers and trade unions have been asked to review their policies in the light of the provisions of the Act.

The Act will be administered by the Industrial Relations Branch of the Department.

Can Companies Eliminate Female Wage Differential

All differences between male and female wage rates were eliminated in the collective agreements signed at the end of September by the United Steelworkers of America and two can companies.

The agreements, covering the companies' plants in both Canada and the United States, were signed in Los Angeles by the Continental Can Company and the American Can Company. Representatives of Canadian locals served on the union's negotiating committee.

The three-year contracts provide a basic 21½-cents-an-hour wage increase over the contract period.

Another U. K. Industry Adopting Equal Pay

Another British industry, the gas industry, has reached agreement on the principle of equal pay for equal work for men and women clerical, administrative, professional and technical staffs in the industry.

Under the arrangement, equal pay will be attained in six stages. The first step was taken in April this year, and succeeding adjustments will be made January 1 each year until full equality is reached on January 1, 1961.

Other professions that are working on the five-year plans are: Central Government (non-industrial Civil Service); teachers in England and Wales; local government service (administrative); teachers in Scotland; teachers in Northern Ireland; national health service employees; electricity supply industry.

Prior to the introduction of the five-year plans, women were already receiving equal pay with men in the following professions: medicine, dentistry, physiotherapy, radiography, architecture, university teaching, journalism and broadcasting. Ministers of the Crown and members of Parliament, salaried magistrates, solicitors, pharmacists working in hospitals, and professional and technical workers in local governments also received equal pay whether they were men or women.

Gregg Finds No Union Opposed to Automation

Nowhere had he seen a statement by a responsible union officer opposing automation as such, Hon. Milton F. Gregg, Minister of Labour, told the convention of the International Association of Machinists in San Francisco early last month.

"Fears have been expressed, and also hopes. But nowhere, on this continent, has there been stated publicly a desire to turn backwards and oppose this troubling innovation," he continued.

There appeared to be confidence that the complexities of automation could be solved, and that it could be made servant of the people rather than their master, Mr. Gregg said. He believed that this confidence was based on the great success of union organization and collective bargaining on this continent, particularly in the post-war years.

Paraguay last month became the 77th member of the International Labour Organization, it was announced at the conference of American states members, Havana.

CLC Seeking Support for Educational Institutions

The Canadian Labour Congress proposes launching a drive to obtain increased financial support for Canadian educational institutions, it was announced last month.

At the initial meeting of a newly-appointed advisory committee on education, a special sub-committee was appointed to compile more detailed information on needs. Methods of approach, particularly to provincial and federal governments, will be considered at subsequent meetings.

"At no time has the need for education been more necessary than it is today," explained Max Swerdlow, CLC Educational Director. "The extension of educational opportunities is essential to our whole economic development. We want to see the price tag taken off education and opportunity provided for qualified students to attend university. We recognize that education is primarily a provincial matter and we are anxious to see more assistance given by the provinces. At the same time the federal Government can give valuable assistance by setting an example."

The sub-committee appointed is composed of Gower Markle, United Steelworkers; John Whitehouse, Textile Workers Union; and Gordon Milling, Ontario Federation of Labour.

Urge Aid to Education By Government, Industry

The Association of Professional Engineers of Ontario last month called on all levels of government to support Canadian industry in financing the expansion of university facilities for adequate postgraduate training.

Dr. G. N. Patterson, Director of the University of Toronto Institute of Aerophysics, earlier had published a statement that he would not be able to accept even half the applicants for advanced studies this year. The Association said it based its stand on Dr. Patterson's statement.

The aircraft industry, Dr. Patterson said, should set up a building fund for the Institute of Aerophysics with an initial target of \$600,000 and subsequently \$100,000 a year. He had suggested this because he said most of the graduates found employment in the aircraft industry and in consideration of the financial support already received from the Defence Research Board and the Toronto University.

In the Association's statement, President Merritt W. Hotchkin said:

"The present grave situation as indicated by Dr. Patterson emphasizes the need for immediate action by the federal Government in helping Canadian industry to implement the recommendations made at the recent national manpower engineering conference at St. Andrew's, N.B."

College Plans Course to Ease Engineer Shortage

An educational experiment that may help relieve a future shortage of engineers and technicians will be inaugurated soon at Waterloo College, Ontario.

The plan was announced by Ira G. Needles, Chairman of the Board of Governors of the Associate Faculties of Waterloo College and President of B. F. Goodrich of Canada Ltd., at a Kitchener Rotary Club luncheon.

Highlights of the plan are:

A six-year engineering course with admittance after Grade 12 standing.

A technical diploma after three years for students not proceeding to an engineering degree.

A co-operative plan with industry under which students spend alternate 13-week periods in college and in industry.

Further research must be carried out before the plan is adopted. It has been estimated that the course will begin in the fall of 1957.

In making the announcement, Mr. Needles began by pointing out that of all those in Canada eligible for university, only 7½ per cent are taking advantage of their opportunities; but this proportion will, it is estimated, double in the next 10 years.

This raises two major problems, he said: (1) the provision of university buildings, equipment and instructors to meet the increased demand, and (2) the direction into the technical field of more of those who have the ability to procure and make use of a technical education.

The answer to the first problem is money, he pointed out, to make possible the needed buildings, equipment and instructors. "But this expansion of our universities does not provide the complete solution to the vital education problem, especially in the field of technology," he added.

Mr. Needles gave this explanation of the plan, which bears the title, "Co-operative Plan of Education for Engineers and Technicians".

"We propose to admit students who have successfully completed Grade 12 in either vocational or high schools. For the next two years the student is given a course that includes the equivalent of the Grade 13 subjects required for university admission, some first-year university subjects and at least 12 hours a week instruction and lab work in technical subjects.

"At the end of two years, students who qualify in their academic subjects may then proceed towards a four-year engineer's degree course. Students who fail to qualify in academic subjects but who show definite aptitude towards technical subjects would be encouraged to proceed with third-year course for technicians . . .

"This plan requires the student to spend six years after Grade 12 to procure an engineer's degree, rather than the usual five." Reasons for the additional year, he explained, were:—

"Industry co-operates with the college in training the student, who spends one-quarter of a year in college and the next quarter training in industry, alternating quarterly between industry and college for the duration of the course.

"The student will procure more of the humanities than are usually offered.

"The transition to the heavy load of maths and science subjects will be more gradual.

"If the student is unable to meet the high standards of the applied science course he has two alternatives; he may qualify for an arts course or he may complete a technical course and at the same time still have some credits towards a university degree."

Mr. Needles also pointed out that the College will operate its facilities for a full 12 months each year, thus educating double the number of students with the same space and equipment. The doubled tuition fees that will result will permit the College to bring the salaries of the faculty more in line with those in industry.

U.K. Reports Progress In "Sandwich" Courses

In technical education much progress in the development of sandwich courses, which consist of periods of full-time study in a technical college alternating with periods of full-time work in industry, is reported in the *Commonwealth Survey*, issued by the Central Office of Information, London, England.

Having become more conscious of the acute shortage of skilled technologists trained for production as distinct from research, many of the largest firms in the

country are now sending selected apprentices to sandwich courses at technical colleges, the report says.

The number of young workers taking advantage of day release arrangements increased in 1955. About 355,000 attended part-time day classes—some 29,000 more than did so in 1954. This continued expansion was reflected in the number of students who are taking technical examinations, which reached a total of 276,223 in 1955, compared with 232,169 in 1953 and 254,677 in 1954, according to the report.

The number of graduate teachers of mathematics and science in primary and secondary schools continued to rise in 1955, the report states; but recruitment will have to increase much more if the needs of the schools are to be met during the years of pressure which lie immediately ahead, it adds.

In January 1955 there were 11,000 science and mathematics graduates teaching senior pupils, but it is anticipated that the additional 600,000 seniors who will be in these classes by 1960 will need about 3,600 more teachers.

U.S. Company's Program Trains Needed Draftsmen

How a company in the United States has overcome a shortage of draftsmen by operating a training program for high school graduates is told in an article in the July issue of *Nation's Business*, published by the Chamber of Commerce of the United States. Author of the article was Stanley H. Brams.

A shortage of draftsmen was constantly plaguing the Fisher Body Division of General Motors Corp., which requires between 600 and 700 skilled draftsmen at all times.

With the plan in operation for one year, the firm has provided itself with 70 young men in the drafting department, and another 60 are about to be added soon.

The system used to get recruits for the training program is as follows:

Engineering executives of the firm make personal contact with schools in the area. Students who graduate with six semesters of high school drafting, or its equivalent, are told of the advantages of taking advanced training with the company. They get paid while learning, and a steady job as soon as the course is passed.

The training program lasts from four to six months, depending on the skill of the students.

The firm's continuing need for draftsmen is expected to result in maintenance of the program for an indefinite period.

Urge Mortgage Financing Of College Educations

With a view to providing Canada with a greater number of college-educated citizens, the Canadian Association of Real Estate Boards has proposed that an education mortgage plan be established, and that the federal Government set up a \$50,000,000 insured loan fund to support the plan.

Under the plan, students could borrow enough money to complete a college education, and repay it after they have finished their courses, in a period of five to ten years.

In a resolution on the subject the group suggested that the Government insure loans advanced by chartered banks and administer the system along the lines of the National Housing Act.

The resolution said that Canada's university enrolment at present is 4.9 per 1,000 population, compared with 19.6 in Russia and 15 per 1,000 in the U.S.

The proposed financing system would be carried out through co-operation of the federal Government, chartered banks, other lending institutions, and with the assistance of the universities, the resolution stated.

Department Issues New Occupational Monographs

Two new publications in the "Canadian Occupations" series, prepared by the Economics and Research Branch of the Department of Labour, were issued last month. The new publications are: *Careers in Home Economics and Occupations in the Aircraft Manufacturing Industry*.

The new monographs provide information concerning the qualifications, nature of the work, training, and employment outlook for those interested in these fields of work. The monograph *Occupations in the Aircraft Manufacturing Industry* is accompanied by a pamphlet which gives in brief form the basic information contained in the monograph. *Careers in Home Economics* has been prepared in monograph form only.

Previous monographs in the same series cover several major metal-working occupations, construction trades, railway occupations and important industrial groups including printing trades, mining occupations, and technical occupations in radio and electronics.

A booklet entitled *Careers in Natural Science and Engineering* and the monographs *Lawyer, Optometrist and Social Workers* have been published to meet the

need for information on these professions. The whole series of 40 titles is available in English and French from the Queen's Printer, Ottawa, Canada. A price list may be obtained on request.

Apprentices, Immigrants, Older Workers Needed

The older worker, the skilled immigrant and improved apprentice training programs provide the keys to the solution of future Canadian skilled manpower shortages, Ontario's Minister of Labour, Hon. Charles Daley, said in an address at the Canadian National Exhibition's Labour Day luncheon.

"Our need for skilled labour is going to increase," he warned.

To ignore the skills of workers over 40 years of age would mean the loss of one of Canada's most precious assets, the Minister declared. "We must remember that the importance of the older age group will become greater as time goes on and the life span has been prolonged."

Mr. Daley said that the future development of the country "will depend on the increasing numbers of the fine types of immigrants we shall be able to attract".

In this era of rapid expansion, he went on, the training of tradesmen has not kept pace, "let alone provided replacements for those who have retired". Much depends on the companies, trade unions and the workers concerned to provide the necessary training.

Quebec Reports Record Number of Apprentices

Apprentice training centres in Quebec received a record number of students during the 1955-56 term, the province's Department of Labour announced last month.

The Department said 4,408 young persons attended the courses during the term, compared with 3,737 the previous year.

The centres are maintained by employers, unions and the provincial Government. Training is given in the construction, automobile, printing, shoe-manufacturing, clock-making and hairdressing trades.

U.S. Public Employee Unions Merge

Two public employee unions in the United States, which claim to be the first to have done so, have merged under the AFL-CIO banner. They are the American Federation of State, County and Municipal Employees, and the Government and Civic Employees Organizing Committee.

Provincial Bodies in West To Merge by Year-end

By the end of this year, mergers of provincial labour organizations will have been completed in Canada's four western provinces.

Alberta's two provincial bodies, the former TLC group and the former CCL organization, have already amalgamated (see p. 0000). On November 3 and 4, delegates from unions formerly affiliated with the CCL or with the One Big Union will attend the convention in Winnipeg of the Manitoba Federation of Labour, previously a TLC organization. The Saskatchewan merger convention is scheduled for Regina from November 14 to 17. Almost simultaneously, the provincial federations in British Columbia will hold a merger convention in Vancouver beginning November 15.

Mergers of the provincial organizations in the remaining provinces are expected to occur next spring. The date for the merger convention of the Ontario Provincial Federation of Labour and the Ontario Federation of Labour have already been announced: March 25-29 in Toronto.

Council Mergers

Meanwhile, the number of completed mergers of local labour councils continues to climb.

Recent council mergers include:—

The Calgary Labour Council (formerly CCL) with the Calgary Trades and Labour Council (TLC) to form the Calgary Labour Council (CLC).

Charlottetown Trades and Labour Council with the Prince Edward Island Labour Council to form the Charlottetown Labour Council.

Guelph Trades and Labour Council with the Guelph District Labour Council to form the Guelph Labour Council.

Peterborough Trades and Labour Council and the Peterborough and District Labour Council to form the Peterborough Labour Council.

At Joliette, Que., the Joliette and District Labour Council amended its constitution to provide for affiliation of unions formerly linked with the TLC and changed its name to the Joliette Labour Council. In Owen Sound, Ont., the Owen Sound Labour Council took similar action.

The Toronto and District Trades and Labour Council and the Toronto and Lakeshore Labour Council have ratified a merger agreement. The first meeting of the new Toronto District Labour Council was to be held this month.

N.B. Carpenters Form Provincial Council

Locals in New Brunswick of the United Brotherhood of Carpenters and Joiners last month formed a New Brunswick Council of Carpenters and Millmen. W. A. MacLean of Fredericton, who is 2nd Vice-president of the N.B. Federation of Labour, was elected President of the Council.

The Council hopes to achieve more uniform wages and working conditions in the trade throughout the province.

Others elected to office were: Harold P. Quinn, Saint John, Vice-president; Leslie G. Rogers, Saint John, Secretary; G. R. Michaud, Edmundston, Financial Secretary; and J. A. Currie, Newcastle, Treasurer.

At a banquet that followed the meeting to form the Council, which was held to mark the fifth anniversary of Fredericton Local 1893 of the Carpenters union, Hon. Milton F. Gregg, Minister of Labour, said he was encouraged at the way the labour movement had not only looked after its own membership but had also assumed its leadership obligations and responsibilities in the building of the country.

He also praised the province's apprenticeship training program.

Four N.B. Police Unions Form Provincial Body

Policemen's unions in four New Brunswick cities have agreed to merge into a province-wide union to be called the New Brunswick Association of Policemen. The four cities: Saint John, Fredericton, Moncton and Edmundston, which now have individual police unions affiliated with the CLC.

The purpose of the association will be to foster unity between local unions and recruit members in other New Brunswick communities having a force of five or more.

Accident Statistics

During August, 1,465 accidents to federal government employees were reported to the Government Employees Compensation Branch. The number reported in July was 1,329.

In Ontario, according to the Industrial Accident Prevention Associations, accidents reported for the January-June period numbered 13,042, compared with 10,898 in the same six months of 1955.



Walter E. Duffett

Walter E. Duffett Named Dominion Statistician

Prime Minister St. Laurent at the beginning of this month announced the appointment of Walter E. Duffett, Director of the Economics and Research Branch, Department of Labour, to the position of Dominion Statistician effective January 1, 1957. He will succeed Herbert Marshall.

Mr. Duffett took over his present position in 1954 (L.G., Aug. 1954, p. 1104), when he came from the Research Department of the Bank of Canada. At that time he succeeded George V. Haythorne, now Assistant Deputy Minister of Labour.

A graduate of Toronto University with a degree of Bachelor of Commerce in 1933, Mr. Duffett continued his studies at the London School of Economics, where he received a Master of Science degree in Economics in 1935. He is a native of Galt, Ont.

Mr. Duffett was employed with the Sun Life Insurance Company in Montreal prior to his appointment to the Bank of Canada in 1944.

Canada's Contributions To Colombo Plan Listed

Since the end of the Second World War, Canada has provided increasing amounts of capital and technical assistance to underdeveloped areas through the Colombo Plan and the United Nations, the Department of External Affairs reports in its monthly publication, *External Affairs*.

Since the inception of the Colombo Plan in 1950, Canada has contributed more than \$128 million. For 1956-57, the amount that Parliament has approved for the Plan has been increased by \$8 million to \$34.4 million.

Some projects assisted by Canadian funds are:—

At atomic reactor in India that also will be available for use by other Colombo Plan countries;

120 steam locomotives for India to help re-equip the country's transportation systems;

The Canada Dam in West Bengal;
Modernization of the Bombay Transport System;

A cement plant in Pakistan;
Electrical equipment and engineering services for a project near the Khyber Pass in Pakistan;

Aerial surveys of the resources of Pakistan, India and Ceylon;

A fisheries research and development scheme in Ceylon; and

A hydro-electric project on the Kundah River in India.

To help under-developed countries to train their own citizens to make the most effective use of all forms of capital aid and their own resources, Canada has contributed more than \$8.9 million to the United Nations Technical Assistance Program. Canadian contributions to the Program have doubled since 1953. The contribution that Parliament approved for 1956 was \$1.8 million.

U.S. Group Aims to Aid Older Unemployed Men

An association has been formed in Washington to assist job-hunting men over 40 years of age to find employment. It is called the National Conference of Forty Plus Clubs.

The clubs, begun in Boston in 1938, operate on a mutual-aid basis. Men over 40 years of age who are looking for work set up a business office run by them to find jobs for each other. When a member finds work, he must give up active participation but may continue interest in the group as a senior member.

Henry Carter, Chairman and General Counsel of the new conference, predicted that the movement would spread because the problem was getting worse. He termed unemployment among executives and professional men over 40 years old a problem second only to the plight of the farmer.

He said unemployment among highly competent older men was increasing, chiefly because of pressures from pension plans. Once an older man loses his position, he can't get back in because pension systems preclude hiring above the 40-to-50 age-level, he said.

"Don't Let Pension Plan Bar Older Job-Seeker"

Employers should not refuse to hire older workers on the theory that they increase the cost of company pension plans, U.S. Secretary of Labor James P. Mitchell said last month.

He based his statement on a new Department of Labor study by a committee of experts in the pension and insurance fields. The study was one of a series designed to encourage hiring of workers 45 years and older.

Mr. Mitchell said older workers in many cases were barred from company pension plans because they could not serve the minimum number of years required to become eligible for benefits or because the plans specified an age limit for eligibility.

Employers should revise hiring policies that deny jobs to workers simply because they do not qualify for pension benefits, he said.

Honour Kalmen Kaplansky For Human Rights Work

Labour leaders from across Canada last month honoured Kalmen Kaplansky on the 10th anniversary of his appointment to the post of National Director of the Jewish Labour Committee of Canada. Mr. Kaplansky, an active member of the International Typographical Union, was recently appointed by the CLC Executive Committee as Associate Secretary of the National Committee on Human Rights of the Canadian Labour Congress.

The testimonial dinner on September 30 in Montreal was attended by CLC President Claude Jodoin, CLC Executive Vice-president Gordon G. Cushing, Frank Hall, International Vice-president of the Brotherhood of Railway Clerks; Bernard Shane, International Vice-president of the International Ladies' Garment Workers' Union; H. Rieff, Montreal Manager of the Amal-

gamated Clothing Workers; A. Andras, Assistant Director, Research, CLC; M. Silcoff, Canadian Vice-president, United Hatters, Cap and Millinery Workers International Union; Roger Provost, CLC Vice-president, and President, Quebec Federation of Labour; A. R. Blanchette, Canadian Organizer for the Brotherhood of Sleeping Car Porters; and R. J. Lamoureux, President, Quebec Federation of Industrial Unions. Michael Rubinstein, President of the Jewish Labour Committee, was Chairman.

The Hon. Milton F. Gregg, Minister of Labour, in a special message praised the activities of the Committee and of Mr. Kaplansky, promising the co-operation of his Department in the future.

Mr. Jodoin pointed out that the local Labour Committees for Human Rights, which Mr. Kaplansky initiated, were the first organizations on which TLC and CCL representatives sat together to further a labour cause.

The guest of honour was presented with a testimonial scroll and a suitable gift.

The banquet was attended by 150 representatives of various labour groups.

CBC "Citizens' Forum" Lists 1956-57 Program

Several programs of interest to labour are scheduled in the 1956-57 series of the Canadian Broadcasting Corporation's "Citizens' Forum".

The series will be on television each Sunday afternoon from October 28 until March 31 and on radio each Thursday evening from November 1 until April 4.

Some of the programs in the series, with the dates they will be on television (date of the radio broadcast is the Thursday following the telecast), are: "Resolved that strikes are never necessary," October 28; "Resolved that farmers need higher price supports," November 11; "Resolved that Canada should not recognize Red China," November 18; "Wanted: 100,000 Technicians," January 6; "Wanted: Disarmament—But How?" January 13; "Wanted: a Colombo Plan for Underdeveloped Provinces," January 20; and "Will Money Solve Our Educational Problems?" March 10.

The Canadian Association for Adult Education and the CBC operate the Forum as a joint project with the co-operation of provincial adult education or university extension departments. Forum groups and a National Advisory Board assist in program planning. Doug Hamilton and Margot Thompson of the Canadian Labour Congress are members of the advisory board.

CBRE Meeting Criticizes Renting-out of Contracts

The Canadian National Railways' policy of renting out contracts came under fire at the triennial conference of the Canadian Brotherhood of Railway Employees and Other Transport Workers, held in Ottawa early last month. Also criticized was the treatment of railway workers in Ontario by the province's Workmen's Compensation Board.

Delegates representing the 35,000 members of CBRE decided to protest to federal Cabinet Ministers and CNR President Donald Gordon over the CNR policy of "shopping out publicly-owned property and services to outside interests".

The resolution criticized the decision of the CNR to turn over operation of the Queen Elizabeth Hotel in Montreal to the Conrad Hilton chain.

The convention also criticized the move to have car cleaning at North Sydney, N.S., done by a private firm, and the leasing of the terminal restaurant at Toronto's Union Station to a private company.

In criticizing the Ontario Workmen's Compensation Board, it was charged at the convention that under the Act as it now stands, employees were being sent back to work after medical treatment before they were fit to resume such activity, some actually getting back to the job on crutches, or in casts.

Officials for four regional general adjustment committees were elected at sessions of the Joint Protective Committee.

The following were elected to regional adjustment committees:—

Ontario: Claude Beckerton, Alex Porter, Miss Sadie Stewart, all of Toronto.

Quebec: Ed Pelletier and Romeo Martin, both of Montreal, and A. Massé of Quebec.

Atlantic Region: Frank Gillespie, Moncton, Fred Nicoll and Guy Swindles, both of Halifax, N.S.

Western Region: George Jones, Winnipeg, Richard Henham of Vancouver, and R. S. Smith of Fort William, Ont.

Speaking of wages and the cost of living, CBRE President W. J. Smith warned that if the current trend in living costs continued, CBRE would be forced to seek higher wages than those obtained earlier in the year.

Main point in an address given the delegates by Rev. Father Gérard Dion, head of Laval University's Department of Industrial Relations, was that labour unions, while remaining in their respective fields, may, according to circumstances,

pursue direct political action and that it is normal for a union and a political party inspired by the same social concept to collaborate for the implementation of their same ideal.

Marine Workers Meeting Recommends Free Port

The establishment of a free port in the Maritime provinces was suggested in a resolution passed at a three-day conference of the Marine Workers Federation held in Saint John, N.B.

Other resolutions approved by the 40 delegates who attended called on the four Atlantic provincial governments to meet the federal Government to discuss the establishment of a national health insurance scheme, and to introduce legislation providing for compulsory two-week paid vacations in all industries.

The federal Government was urged to amend the Combines Act to exempt trade unions from price-fixing charges, and to extend the federal labour code to cover marine workers.

Layoffs in Maritime shipbuilding yards on completion of the current naval program were discussed at the conference. Recent layoffs in Eastern yards, termed "excessive" and "unnecessary," were discussed in connection with wage negotiations now in progress between shipbuilding firms and their employees. The Federation decided to call public meetings in Saint John, Halifax and Sydney, N.S., to urge the federal Government to hasten its construction program of buoy-boats, dredges, scows, etc., in order to provide more work for the shipyards.

The keynote address was given by S. T. Payne, Vice-president of the National Metal Trades Federation (CCCL), who surveyed the condition of the Canadian marine industry, with particular reference to the situation in Quebec shipyards.

The situation in coastal and inland shipping will "border the ridiculous" after the St. Lawrence Seaway is completed, with "vessels built and repaired in low-wage countries and manned by crews earning substandard wages to the detriment of Canadian labour," Mr. Payne said.

Greater unanimity in labour's views on legislation has developed since the merger of the TLC and the CCL, said Henry Harm, CLC Regional Director of Education and Organization for the Atlantic Provinces, who also spoke to the convention. He predicted that the CLC's membership in the Maritimes would increase this year by 5,000 to a total of 130,000.

Other speakers included: Hon. A. E. Skaling, New Brunswick Minister of Labour; Thomas M. Bell, MP for Saint John-Albert; and Harold Stafford, of the CLC.

Steelworkers' Convention Called Union's "Hottest"

Described as "one of the hottest" in the union's history, the convention of the United Steelworkers of America was held in Los Angeles last month.

Of chief interest to Canada was the vote that overruled a proposal to abolish the office of National Director for Canada.

Delegates representing the 80,000 steelworkers in Canada resoundingly defeated the resolution advanced by President David J. McDonald that the Canadian office be abolished and its functions handed over to an international representative more directly responsible to the union's executive board.

The union's head criticized the United States steel industry for what was termed inflationary price boosts. A resolution was passed indicating that the steelworkers were viewing with concern price increases "not justified by increased production costs". At the same time, the steelworkers defended their own wage policies that led during the year to a boost of 46.5 cents per hour, spread over a three-year period.

Other matters handled included a dues raise and an increase in salary for officials of the union.

There was immediate protest when it was suggested that the dues be raised from \$3 per month to \$5. But the motion putting the resolution into effect was eventually passed on a standing vote, after a request for a roll call vote had been rejected.

The delegates granted readily, however, a \$10,000 annual boost to President McDonald, raising his salary to \$50,000 per year; \$10,000 each to International Vice-President Howard Hague and Secretary-Treasurer I. W. Abel, putting their salaries up to \$35,000 each; and increases of \$4,000 each for 30 district directors, boosting their earnings to \$16,000 per annum each. The dues and wage boosts were the first in four years.

The delegates also went on record as favouring a shorter work week in the steel mills.

SUB Variation Modelled On Vacation Stamp Plan

A new variation of SUB which involves the use of special stamps on the same principle as that employed in the vacation-

with-pay plans in force in the construction industry in some of the provinces of Canada has been adopted by construction contractors and the Bricklayers, Masons and Plasterers' International Union in Albany, N.Y.

The Albany contractors put into the employees' pay envelopes stamps to the value of 10 cents for each hour worked. During the off season months of December, January and February, the employees can cash these stamps at the office of the trust company administering the plan. The stamps become void unless they are cashed by the end of February.

Although the scheme is designed to help tide workers over the slack season, an employee who is not laid off is still entitled to cash his stamps.

The stamps are bought by the employer from the trust company and are negotiable only if they have been cancelled with the stamp bearing the employer's code number.

In Ontario, Manitoba and some of the other provinces, employers in the construction industry are required by law to affix vacation-with-pay stamps to the stamp book of each employee at certain times, usually at the end of each pay period. Stamps are affixed to the value of 2 per cent of total earnings in all provinces where the plan applies except Alberta, where the amount is 4 per cent.

Vacation-with-pay stamps may be cashed on or after dates varying from May 1 to June 30 in each year, depending on the province, at the chartered banks or at the offices of specified provincial government agencies.

Former Member of Ont. Compensation Board Dies

A retired Vice-Chairman of the Ontario Workmen's Compensation Board, Dr. Douglas James Galbraith died in Toronto General Hospital on September 8.

Dr. Galbraith served the Board for 15 years. He retired in 1951 and went to Haiti to set up a compensation system there for the United States Government.

He was President of the International Association of Industrial Accidents Boards and Commissions in 1946.

A former Vice-president of District 26, United Mine Workers, Tom Ling died in New Waterford, N.S., on Sept. 16. He was District Vice-president from 1942 until 1950.

ILO Studies Governments' Unemployment Measures

The measures which are being taken by governments in various countries of the world to deal with unemployment are the subject of an article entitled, "Employment and Unemployment: Government Policies since 1950", published in two parts in the *International Labour Review* of the International Labour Office, July and Aug. issues.

Part I of the article describes government policies against unemployment under three heads: unemployment arising from lack of demand, unemployment in depressed local areas, and frictional unemployment. Part II deals with a fourth type of unemployment and underemployment, *viz.*, that which occurs in underdeveloped areas and which is attributed largely to lack of capital or other resources necessary to increase employment.

After sketching the development in recent years of ideas regarding the ability and obligation of governments to provide conditions of full employment, the article describes the measures relied on by governments to combat unemployment caused by lack of demand. These include public works, tax reduction and credit expansion.

While the organization of public works is one of the oldest remedies against unemployment, the article states, in recent years, partly because unemployment has not been severe in most economically developed countries and partly because of the need for reconstruction, public works have not been undertaken purely as an anti-depression measure. They have, however, been used for that purpose to some extent in certain countries, including Belgium, the Netherlands, Finland, Japan and Italy. In Italy, however, the object of the undertakings was mainly the long-term one of economic development to provide a permanent increase in employment.

"Of special importance to full employment policy in recent years have been tax reductions taking the form of more liberal provisions regarding depreciation," the article says. In the United States, depreciation policy has been used to encourage investment in depressed areas. In the Netherlands accelerated depreciation has been allowed as an encouragement to investment, and in France such incentives have been used to encourage employers to construct housing for their employees. In South Africa tax concessions have been granted as a stimulus to investment.

In Switzerland tax refunds have been allowed on business profits put into "crisis reserves". The reserves thus accumulated

are to be spent only during periods of depression, and a governmental body determines when these funds may be withdrawn and how they may be used.

"Along with tax policy, measures that affect the availability of credit are among the most important actions by governments in recent years for controlling demand," the article states. Such measures have been used to check inflation and have also been used in the other direction to stimulate demand when it appeared to be flagging. The measures used include reserve requirements, rediscount rates, and the buying and selling of securities by central banks. Controls on consumer credit have also been resorted to. More direct means of expanding credit have been the setting up of loan funds or lending institutions, usually for specific purposes or sectors of the economy, the article relates.

In countries where unemployment has been at a low level generally, considerable attention has been given to unemployment pockets, or depressed areas. Capital improvement loans for projects in such areas, favoured treatment in the procuring of government supplies, and certain restrictions on the acceptance of bids on government contracts from contractors outside the area are among the means used to stimulate local employment in depressed districts in the United States.

In the United Kingdom, the government has taken measures to guide investment into areas of high unemployment, and in Northern Ireland special subsidies have been granted for house building, and for fuel and transport costs of agricultural produce. In the Netherlands development areas have been set up which are assisted by subsidies of various kinds, and in Norway and France certain backward or depressed areas have been singled out for special assistance.

The frictional type of unemployment has been attacked by action to improve the organization of the employment market, improvements in employment services, training and retraining schemes and vocational guidance programs, the article says.

The question of unemployment and underemployment in underdeveloped countries is dealt with in Part II of the article, which briefly surveys plans for economic development in a number of countries, with special reference to their expected effect on employment.

State Intervention and Assistance in Collective Bargaining in Canada

A summary of a new book, specially prepared for the *Labour Gazette* by the author, Prof. Harold A. Logan, who was assisted in his research by a grant under the Labour Department-University Research Program

Introductory Summary

In the first year of World War II the Government of Canada endorsed the principle of collective bargaining and four years later went further with an Order in Council compelling recognition of a bargaining agency where a majority of the workers wanted it and requiring state intervention and assistance when bargaining failed. In her own way Canada has sought to uphold democracy in industrial relations, has required that collective agreements entered into be carried out and that production be not stopped or slowed down during their term, or during prescribed periods while they are being negotiated. She has been solicitous especially about the equal treatment of labour and management in the wording of all legislation affecting collective bargaining and has intended no encroachments upon the responsibilities of the parties themselves to the detriment of the bargaining institution. A statement in the preface therefore to the effect that "Positive interference can never take place without affecting the quality of an institution; and collective bargaining by its very nature is vulnerable to social and political error" is intended to alert the reader to the possibilities of doing damage even while seeking to strengthen, and to watch for unexpected effects.

The study is divided into two Parts: Part I is concerned with the forms of intervention as revealed in war Orders in Council and later in peace-time legislation, and with the conditions and circumstances giving rise to such intervention; it also examines the methods used to discover the will of the people with respect to industrial relations in the changing times. The large amount of space given to the historical setting suggests the author's belief in the necessity of such to an understanding and appreciation of the legislation, and suggests that the present statutes should neither be taken for granted as the final word nor should they be lightly dismissed.

This article is a summary, specially prepared by the author for the *LABOUR GAZETTE*, of the book by Prof. Harold A. Logan, *State Intervention and Assistance in Collective Bargaining in Canada, 1943-1954*. The author, a distinguished scholar in the field of industrial relations, whose *Trade Unions in Canada*, published in 1948, remains the standard work in its field, was assisted in his research by a grant under the Labour Department-University Research Program, and was given access to material in the Labour Department files. His conclusions are, however, entirely his own, and the Department of Labour, of course, assumes no responsibility for them. The book summarized here has been published by the University of Toronto Press.

Part II attempts a statement of the effects of the legislation upon the structure and quality of collective bargaining and secondly an analysis of significant issues that have risen during the decades of experience, some of which are still current.

Complete copies of War Order in Council 1003 and of its peace-time successor, the Industrial Relations and Disputes Investigation Act, are included as appendices I and II.

In view of the title of the book, the omission of the majority of the provinces from separate treatment is very obvious. A first approach to the study contemplated the wider jurisdictional responsibility but this gave way to the belief that a more intensive attack on the two jurisdictions—the one of them the federal, the other Ontario as the leading industrial province—would reveal more about the real nature of this Canadian control legislation. Somewhat later it is believed the time will be more appropriate for a study bringing out the differing provincial experiences, problems and achievements along with the forces making for diversity and uniformity.

The brief chapter in the present volume devoted to Quebec pretends to no general treatment but is limited mostly to presenting certain cases before the Quebec Labour Relations Board in the period

1951-54 illustrating the dangers inherent in seeking to accomplish, through administrative procedures, purposes which would be more properly effected by legislation.

Concerning Jurisdiction

Knowledge of jurisdiction is regarded as very important. Where authority over industrial relations is divided under the constitution, state intervention has involved not only the concept of what is desirable in state guidance of collective bargaining but also adjusting or determining jurisdiction as between federal and provincial governments, first, in meeting the emergency of war and, second, in returning—with or without some rearrangement possible under the constitution—to the pre-war condition. Discussion of jurisdiction therefore claims several pages of the opening chapter as well as later sections dealing with the development of pertinent Orders in Council and legislation.

The book starts with a statement of the changing interpretation of the constitution at the hands of the Judicial Committee of the Privy Council, pointing first to the earlier interpretations which tended to favour the centralization of authority, making it possible for the Federal Government to assume new powers of national regulation as they seemed necessary with economic and structural change; second, to the reversal of that trend about the turn of the century by stressing the exclusive jurisdiction of the provinces over property and civil rights and by limiting application of the "Peace, order and good government" clause—the basis of the Dominion's claim to expanding authority—to the emergency of war; and third, it traces the confusion surrounding this matter in the present century with respect to industrial relations. On the latter point it reviews the history of the federal Industrial Disputes Investigation Act, whose competence to deal with disputes in public utilities situated within a single province, though assumed in its earlier years, met with challenge in the 1920's, with the result that a judgment by the Privy Council Committee denied that competence. Subsequently (1951), permissive statutes by the provinces to enable the federal minister to act with respect to such industries were also ruled *ultra vires* of their authority by the Supreme Court of Canada. These two decisions of the High Court, a quarter of a century apart, have left the Federal Government a very limited jurisdiction in the labour relations field, a condition some people feel should

have received more consideration in the preparation of the new peace-time legislation in 1946-48.

The book points out: "There is no formal constitutional barrier to an amendment which would give the Dominion greater authority over labour relations; but all attempts at such amendments up to date have fallen far short of success." It concludes: "For the time being we seem destined to operate within the constitution as it now is."

Sources of the Legislation

Looking to sources of Canada's labour relations legislation, the book provides a short review of pertinent provincial and Dominion statutes of the pre-war era. Most stressed is the federal Industrial Disputes Investigation Act, which, because it provided the pattern of compulsory conciliation for the later legislation, is given a brief functional summary. The reader, however, is alerted to assess the merit of its prescriptions, written as they were for an earlier period, when called upon to meet the difficulties associated with collective bargaining in the new era. But fundamentally—along with the exigencies of war—the reason for the more positive legislation affecting collective bargaining in Canada in the forties, even as in the United States in the thirties, is found in the "open shop movement" of the manufacturers in the 1920's and the comparative defeat of labour in its attempt to achieve recognition by the employers. For Canadian labour, furthermore, the sense of need for legislation grew with the mounting success of labour across the border under the favourable Roosevelt regime and resulted in the later thirties in statutes in some of the provinces with compulsory features resembling the Wagner Act but lacking the latter's essential administrative agency. This was the situation, with the Federal Government taking no significant action, at the war's beginning in 1939.

The Federal Government and Wartime Labour Relations

Under the continuous pressure of organized labour the Federal Government was moving by the fall of 1943 cautiously but definitely towards positive legislation involving compulsory recognition of the majority of the employees in a bargaining unit and was reaching for forms satisfactory to the parties. But in the four stressful years of war preceding this, the

country had gone through vital experiences in labour relations which the book recites with varying degrees of detail.

The Industrial Disputes Investigation Act was extended at the outset of war to cover disputes in war industries normally within the jurisdiction of the provinces but events show that Act's inadequacy in view of the structure and personnel of boards and the nature of the disputes. The record tells of the Government's formula in its first wage Order in Council in 1940 to guide the boards in the settlement of wage cases and of their inability to apply it. It cites the coming of the second Wage Order in 1941 with its creative pattern of administration involving permanent national and regional wage boards, and characterizes the effect of this wage regulation upon collective bargaining. It reviews Labour's misunderstanding of the Government's gesture of encouragement to collective bargaining in early 1940, the growing clamour thereafter for a more positive and definitive pronouncement, the worsening situation during 1942 with the Government exhibiting what to labour seemed a baffling degree of caution.

At greater length it covers the public hearings on labour relations of 1943 before the National War Labour Board when, by obtaining the views of some 40 interested groups, the Government sought to find the explanation of the troubled condition and strengthen its hand for policy making. Here are presented in summary form the briefs of some of the functional groups appearing; the whole technique is assessed as an experiment in democracy; the troubles of the time are analyzed and the reports of the Board to the Government are presented in detail. The reports, two in number because of disagreement among the Board members over the meaning of the current labour unrest as well as in their conception of the purpose of the hearings, are compared and commented upon and their interesting differences noted. They are important because they provided much of the raw material for the history-making War Order in Council destined to be issued some months later as P.C. 1003. Following purposeful reading and rearrangement by Department of Labour officials, they were woven into the agenda of the November Conference of Labour Ministers of the same year called to implement the development of a collective bargaining order satisfactory to the parties and acceptable to the provinces.

The Wartime Regulations

Privy Council Order 1003 of February 17, 1944, is summarized as to content in comparison with the Wagner Act. The Order followed the latter in declaring labour's right to organize and bargain collectively through representatives of their own choosing; in providing for a permanent board to determine the appropriate bargaining unit and to certify the representatives of the majority of the workers in the unit with whom the employer must bargain; and in naming as unfair practices of employers such matters as discrimination against workers for belonging to unions, and domination of, or making contributions to, particular workers' associations. But the Canadian Order differed from the United States' Act in giving assurances to and naming proscriptions against both parties, in forbidding strikes and lockouts during the normal period of negotiation and during the life of the agreement; in providing a procedure for settlement of differences in interpretation of agreements; in naming Boards with members representative of the parties, and in providing for compulsory conciliation under government auspices where negotiations were not successful within a stated time and if necessary projecting it through two stages. In providing this compulsory assistance, too, it differed in that it transferred responsibility for fair bargaining from the Board to the Minister of Labour. In the manner of enforcement again it differed fundamentally. And finally unlike the United States' Act it invited the provinces to enter into close co-operation by establishing Boards of their own in their own fields of jurisdiction but with the judgments of such Boards upon disputes (except collective bargaining disputes over conditions of employment) susceptible to review by the National Labour Relations Board on appeal of the parties concerned.

The book reviews the story of provincial participation in the Wartime Regulations established under the Order in response to the invitation embodied, and reveals the great expansion in federal jurisdiction over industrial relations during the emergency and the measure of co-operation between the central government and the provinces. Incidental to this, the nation's industries were listed in three separate classes representing different conditions of jurisdictional competence.

Chapter 3 presents a statistical statement of the operations of the Board during the four and one-half years under the Wartime

Regulations and lists some of its significant decisions reflecting the problems of pioneering administration.

Labour's evaluation of the Order, very favourable at first, took on qualified tones with experience, which turned to criticism as the time approached to bring in peace-time legislation.

Peace-Time Legislation

Highlighting the return to peace-time legislation were the Second Conference of Labour Ministers in Ottawa in November 1946, and the hearings before the House of Commons Committee on Industrial Relations on the bill before the House in July 1947. The first of these, concerned chiefly with the rearrangement of jurisdiction, brought forth nothing novel but resulted in an almost complete return to the pre-war condition. Certain changes involving extension of the federal authority in peace were suggested on the agenda paper offered by the federal departmental officers but nothing came of them. The author of the book is critical of the Federal Government here, in view of the years of experience with greater centralization, for failing to press discussion of this issue here or subsequently to ascertain and to disclose what the nation really wanted in the matter of jurisdiction affecting industrial relations. The hearings before the House Standing Committee coming eight months later turned attention mainly to substantive clauses of the bill and, except for a scholarly exhibit of alternative possibilities under the Constitution presented by the Canadian Congress of Labour, the topic of jurisdictional change from the pre-war condition received scanty treatment.

The Industrial Relations and Disputes Investigation Act of 1948 replacing P.C. 1003 was in substance largely a revision of the latter by way of modifications and additions developed from the four and one-half years' experience. Among the changes some indicated the success of trade union pressures: for instance the court that finds an employer guilty of discharging an employee for union activities, contrary to the Act, is empowered to order him to reinstate the latter and pay him back wages. Others favoured the employer: the Board was given discretion to revoke certification where it is satisfied the union no longer represents the majority of the employees. Some involved new instructions to the administrators: technical employee groups were named as appropriate for bargaining units as well as craft groups already so named in the Wartime Regulations. Lastly, one change brought

new status to collective agreements entered into by a certified agent by declaring them binding upon the parties for the purposes of the Act.

Statistics of operations for the first four years of the Act indicate that the bulk of the attention of Board and Minister was given to certification and conciliation activities, that vote-taking tended to decline, that conciliation officers operating at the first stage succeeded in settling somewhat less than half the disputes assigned to them, while the record of conciliation boards was not quite so good.

Ontario Legislation

In an early chapter the book recognizes the pioneering work of Ontario with its Collective Bargaining Act of 1943 whereby with its labour court it broke ground very useful to both Dominion and provinces for their introductory operations under P.C. 1003.

The main treatment of Ontario, however, begins with P.C. 1003 and the description of the province's techniques of adaptation to the Dominion's lead, first with respect to the War Order and later to the federal Act of 1948. These pages are instructive as an impressive exhibit of inter-governmental co-operation but are not presented as typical of all provinces. Not until 1950 did this most industrialized province break fresh ground with an Act sufficiently different in form and substance to deserve to be called her own. Among its variations from the federal model are its peculiar procedure for testing applicants for certification involving prescribed limits to the Board's discretion about taking votes, its naming the Board rather than the Minister to control the entry of the first conciliation officer in a dispute, and its authorizing the Board upon application of an aggrieved party to declare a strike or a lockout unlawful. It differs from the federal Act, too, in having been amended practically to meet particular needs after four years' experience.

Annual statistics of operations for Ontario for the decade 1944-54 are presented in detail through the use of four tables, three of them representing Board operations, one those under the Minister. A fifth table dealing with certifications cases shows the number of applications filed and disposed of each year through distribution on a three-way basis, namely, numbers granted, dismissed and withdrawn. These figures reveal a fairly steady Board performance, total disposals for any year varying from 368 to 571. Representation votes held, shown in the same table, dropped considerably after the first few years in

proportion to total applications disposed of and to certifications granted. Certificates granted as a result of votes conducted during the first six and one-half years amounted to approximately 25 per cent of all certifications, and during the later three and one-half years to 21 per cent. A sixth table presents figures relating to termination or withdrawal of rights by the Boards from a trade union as bargaining agent. Under the caption "revocation" this function appeared first in the federal Act of 1948 and thence came into the Ontario legislation.

Table VII is concerned with Board activities related mostly to enforcement. Most important here, probably, are the Board's responsibilities in dealing with applications for consent to prosecute and in making declarations as to whether strikes or lockouts are unlawful. Concerning the former, the figures show that the consents granted amount to only a small fraction of the applications, indicating that the Board has carried on an educational and advisory function in rescuing the parties from too frequent appeals to the courts.

Table VIII presents statistics of conciliation as associated both with reaching agreements and with troubles in administering them. It is used also to support an attempt to establish from the statistics at hand the measure of success of conciliation at the different stages in the bargaining procedure. In the latter the author is only partly successful because of lack of sufficient trustworthy figures.

Effects of the Legislation

In Part II the effects of the legislation are sought through the use of statistics and through observation. One table shows the changing number and coverage of collective agreements over a 10-year period, including years before and after the legislation, and also the changing membership of the trade unions. Comment is made on the effect on the structure of the labour movement, on the replacement of force by Board judgment in determining the bargaining unit, and on the quality of the collective agreements. Another table attempts to show the effect upon stoppages, in terms of frequency, severity and purposes. Regarding the last named it is plain that strikes for recognition, for instance, were greatly lessened while strikes for union security increased. But the complexity of strike causation and the Government's classification based mainly on a chief cause sets limits upon the adequacy of statistical

method. That the legislation has really reduced stoppages is not proven. Favourable comment is made upon the improved fulfilment of the terms of completed collective agreements by reason of the required grievance machinery with compulsory arbitration as the final stage, as well as because of prohibition of strikes during the term of an agreement. Qualified praise is given also to the conciliation feature as affecting the quality of agreements considering the whole area of bargaining and also for the educational effect upon the parties concerned, their advisers and the officials engaged in administration. There is little indication, however, that the improved education in labour relations has extended far beyond the people immediately activated.

Significant Issues

The long final chapter on "Significant Issues..." gives some space to the four and one-half years under the Wartime Regulations and even reaches back to certain decisions of the Ontario Labour Court of 1943. These early experiences, however, already mentioned in Part I, are dealt with here chiefly as issues continuing while main attention is turned to issues of the more immediate past and those still pending.

Issues revolve around such questions as:

1. Who shall represent employees? Are there, for instance, qualitative attributes that make a union unfit to represent a group?
2. What shall be the technical requirements for certification and how are they best measured?
3. What principles shall determine in defining the bargaining unit?
4. Over what matters is the authority of the Labour Relations Boards final and in what situations subject to review by the courts?
5. What is to be thought of the diversity of the legislation and its administration in the various jurisdictions? How diverse is it, and is diversity on the increase?
6. What is to be said of the system of compulsory conciliation provided for in the Act? And what is the proper role of publicity associated therewith?
7. What should be the functional scope of the legislation in the future? Should it include the compulsory checkoff at the employee's signed request as sought by organized Labour? Should it include the compulsory supervised strike vote as Management has asked?

(Continued on page 1255)

Guaranteed Wages and Supplemental Unemployment Benefits

An Annotated Bibliography with Some Historical Notes

A great deal of material has been published on the subject of guaranteed wage and supplemental unemployment benefit plans. Interest in the subject has grown considerably since the immediate postwar period in response to the widespread publicity given to union demands and the results of bargaining in important industries, both in Canada and the United States. The reading list provided in this article contains a relatively small selection from the hundreds of articles, pamphlets and books that have been written. The list is intended to serve simply as a practical guide for interested Canadian readers. Accompanied by brief notes on the historical growth of the GAW or SUB idea, the list is broken up under the following broad headings:¹ early concepts and plans; the Latimer Report, 1947; development of SUB and similar plans; some labour and management views; relationship to unemployment insurance; economic and social implications; and Canadian views. Items marked by an asterisk are available in the Library of the Department of Labour.

A variety of guarantee plans have evolved in North America since the end of the last century as part of a broad trend towards greater security of employment and earnings. For the most part, early plans were introduced by employers. In World War II, as a response to wage ceilings and an anticipated need for income security in the postwar period, trade unions showed more and more interest in the subject. Proposals put

This article, designed to serve as a reading guide for those interested in studying the background of supplemental unemployment benefits, was prepared in the Economics and Research Branch of the Department of Labour, with assistance from the Departmental Library.

forward in bargaining at this time, however, proved by and large to be unacceptable. The Latimer Report, prepared in 1947 for one of the wartime agencies in the United States, gave a new direction to the movement, endorsing limited employer liability and integration with the public systems of unemployment insurance. It was not until the 1950's, however, that plans were established through collective bargaining by major unions, such as the Teamsters, the United Automobile Workers, the Steelworkers, and the Glass Workers.

In Canada, a parallel development took place. Wage or employment guarantees were introduced years ago in a very few establishments. Trade union interest developed gradually but was being expressed in resolutions passed by at least one major congress in the years following World War II. SUB plans covering large numbers of Canadian workers have emerged from the bargaining table in the past year. A brief account of two of these plans (and the Glass Workers' plan in the United States) was given in an article entitled "The Provisions of Supplemental Unemployment Benefit Plans" in the May issue of the *LABOUR GAZETTE*.

Early Concepts and Plans

Apparently the first income security plan on the continent, negotiated in the United States wallpaper industry in 1894, was a guarantee of eleven months of employment annually. A similar provision was gained by brewery workers in New York and Philadelphia in the fol-

lowing year. Oral commitments to year-round employment are known to have existed in a number of small establishments in the United States in the early years of this century.

The 1920's saw some interesting developments. In 1921 the Garment Workers in Cleveland obtained a guarantee of 20 weeks of employment in each six months. In 1923 the Proctor and Gamble Company introduced a plan providing for

¹It should be noted that each title is listed only once, even though some are related to more than one of the main headings. The practice has been to list each title under the heading considered *most* appropriate.

a guarantee of 48 weeks or equivalent pay per year to employees with at least six months' service (later changed to two years' service). This was the first of a small number of plans initiated by large employers that were to become both well established and well known. It was followed in 1931 by a plan adopted by the Hormel Meat Packing Company, providing guaranteed employment on the understanding that overtime would be paid for at straight time rates. In 1935 the Nunn-Bush Shoe Company started a plan guaranteeing a "continuous employment relationship" to defined classes of employees and providing at the same time for salaries based on a constant percentage of the wholesale value of shoes produced.

Attempts in the 1930's to encourage the development of guarantee plans by legislation, notably in the provisions of the Wisconsin Unemployment Insurance Act and the federal Fair Labor Standards Act, served as interesting experiments but these either lasted for only a short time or had little practical effect.

In the early 1940's, trade unions in the United States began to show a greater interest in wage guarantees as the war-

time wage stabilization program placed limitations on demands for higher wages. This interest was reinforced by a concern for postwar income security, which the CIO began to study in 1943. In 1944 and 1945 bargaining, CIO unions requested guaranteed wage or employment provisions in a number of leading industries, basing their demands on the argument that maintenance of consumer expenditures was a prerequisite of continued prosperity. The AFL moved towards support of guarantee plans in the same period and a number of its affiliates concluded agreements with guarantee provisions.

Immediately after the war, the movement was less in evidence but a number of unions, notably the United Automobile Workers, United Steelworkers and United Packinghouse Workers, continued to argue forcibly in public for implementation of wage guarantee plans.

The items listed below contain a certain amount of historical analysis and a description of guaranteed wage plans established before 1947, when the Latimer Report produced changes in some of the underlying concepts.

- * 1. Chernick, Jack and George C. Hellickson. *Guaranteed Wages the Year Round*. University of Minnesota Press, Minneapolis, 1945, 146 pp.
- * 2. Dale, Ernest. *Annual Wages and Employment Stabilization Techniques*. Research Report No. 8, American Management Association, 1945, 96 pp.
- * 3. Guaranteed Employment and Annual Wage Provisions in Union Agreements. *Monthly Labor Review*, April, 1945.
- * 4. Hormel, Geo. A. and Co. *The Hormel Annual Wage, Wages Incentive and Joint Earnings Plans*. 1943, 24 pp.
- * 5. Nunn-Henry, L. *The Whole Man Goes to Work*. (Nunn-Bush Co.), 1953, 214 pp.
6. Proctor and Gamble Co. *More Than a Quarter Century of Guaranteed Annual Employment*. 1949, 12 pp.
- * 7. Seastone, Don A. The History of Guaranteed Wages and Employment. *The Journal of Economic History*, Volume XV, No. 2, 1955, pp. 134-150.
- * 8. Snider, Joseph L. *The Guarantee of Work and Wages*. Boston, Harvard University Press, 1947, 191 pp.
Contains a discussion of a number of specific plans including some that were unsuccessful, and indicates reasons for their discontinuance.
- * 9. United States Department of Labor. Bureau of Labor Statistics. *Guaranteed Wage Plans in the United States*. Bulletin No. 925, 1947, 90 pp.
Reports on the extent and nature of guaranteed plans and the experience of 62 selected companies.
- * 10. U.S. National War Labor Board. Case 111-6230-D (14-1, et al). *Report of the Steel Panel*. In Re: United States Steel Corporation, et al, and United Steel Workers of America, CIO, Washington, 1944, 285 pp., p. 132-157.
Contains a discussion of the union's position, the company's position and the panel discussion of these positions and other points.

The Latimer Report, 1947

One result of the 1944 demands for a guaranteed annual wage in the United States steel industry was the preparation in the U.S. Office of War Mobilization and Reconversion, under the direction of

Murray W. Latimer, of a comprehensive report on the subject. The Latimer Report, as it came to be called, which was submitted to the President of the United States and published in 1947, is widely

credited with having produced important changes in labour and management attitudes towards the guaranteed annual wage. It examined in considerable detail the various questions raised by the guaranteed wage concept, including problems of cost. Among its various conclusions were ones suggesting limited employer liability and a system of integrating GAW and unemployment insurance benefits so that employer-financed benefits would not, by

themselves, be expected to maintain a reasonable standard of living for laid-off employees. The establishment of a fund as a means of financing the guarantee payments was also suggested, and the labour relations and tax aspects of the subject were considered.

Of the items listed below, No. 14 is the Latimer Report itself; the others contain comments and opinions on the Report and its repercussions.

- *11. Berridge, William A. and Cedric Wolfe. *Guaranteed Employment and Wage Plans*. American Enterprise Association, New York, 1948, 87 pp.
A critical analysis of the Latimer Report.
- *12. Campbell, Ricardo. Recent Analysis of Annual Wage Guarantees. *Quarterly Journal of Economics*, August, 1948.
Compares the views of the Latimer Report, Snider (The Guarantee of Work and Wages—Item 8) and Kaplan (The Guarantee of Annual Wages) on such matters as effect of guarantee plans on consumption, investment, employment, mobility of labour and policies of individual firms.
- *13. The Latimer Report, Discussions and Communications. *Industrial and Labor Relations Review*, April, 1948, pp. 465-480.
- *14. United States Office of War Mobilization and Reconversion, Office of Temporary Controls. Advisory Board. *Guaranteed Wages* (Latimer Report). 1947, 473 pp.
Covers a wide range of material bearing on the subject of guaranteed wages. Much of the content has already been noted in the text above. The appendices include, among other things, case histories of plans in 11 companies and a lengthy economic analysis of guaranteed wages by A. D. Hansen and P. A. Samuelson with comments by well-known economists.

Development of SUB and Similar Plans

Publication of the Latimer Report did not bring about an immediate renewal of bargaining on the guaranteed wage, however, as unions concentrated on wage and pension demands in the postwar period. Then, in December 1951, the Steel Workers made the GAW a major bargaining issue. Their proposal incorporated the principles of limited liability and supplementation of state unemployment compensation for a limited number of employees. The level of benefits suggested was said to be the equivalent of 75 to 80 per cent of annual wage income. The scheme was not accepted by the industry, however. In 1953, the United Automobile Workers adopted the guaranteed annual wage as its next major aim. In the same year the Teamsters' union signed 5-year agreements with some 20 employers providing for full wage guarantees.

In June 1955, the well-known agreement between the UAW and the Ford Company of America was signed. This established the first of what came to be known as supplemental unemployment benefit plans (SUB). In essence, the Ford plan provided for company contributions of 5 cents per hour into a fund from which, in stipulated circumstances, benefits would be paid to laid-off workers.

These benefits, when combined with state unemployment compensation, amount to 60 or 65 per cent of after tax, take-home pay, their duration depending on a number of factors including length of service. The principles of limited employer liability and supplementation of state unemployment compensation were thus established.

The Ford agreement has been followed by others setting up similar plans in the automobile, farm implement, can, basic steel, rubber and related industries in the United States and, later to a somewhat lesser extent, in Canada. In the flat glass industry of the United States a scheme was agreed to in September 1955 which set up an individual trust fund for each employee that could be used in time of sickness or layoff or even (within defined limits) for vacations.

The titles set forth below cover a wide field of description, discussion and criticism. Future trends in bargaining are considered, together with such questions as the best level of benefits, eligibility standards, methods of financing and administration and integration with unemployment insurance. Most points of view are represented, and contributors include labour, management and academic specialists.

- *15. Allen, J. L. and C. W. Randle. Challenge of the Guaranteed Annual Wage. *Harvard Business Review*, May-June 1954, pp. 37-48.
- *16. Annual Wage, Warehousemen in St. Louis. Win Guaranteed Pay in 20 Contracts. It is Limited to 'Normal' Sized Payroll. *Business Week*, August 15, 1953, pp. 145-146.
- *17. Bureau of National Affairs. *The Guaranteed Annual Wage: Existing Plans, Employer and Union Approaches. Bargaining Strategy*. Washington, 1955, 259 pp.
- *18. ———. *Supplemental Unemployment Benefit Plans, Texts, Analyses, Comparison Charts, Arguments Pro & Con, Rulings of State Agencies*. Washington, 1956, 187 pp.
- *19. Can Companies' Supplemental Benefit Plans. *Management Record*, October 1955, pp. 394-397, 412-416.
- *20. Dennis, William L. The Pivotal Issue: A Guaranteed Annual Wage. *What's New on the Labor Management Front?* Personnel Series No. 161, American Management Association, New York, 1955, pp. 29-40.
Discusses the preparation for bargaining on the guaranteed annual wage and the administration of such a plan with special reference to the United Automobile Worker (1954) plan.
- *21. ———. Ford and General Motors Agree with UAW-CIO on Historic Unemployment Pay Plan. *Labor Law Journal*, July 1955, pp. 503-507.
- *22. Industrial Relations Counsellors. *The Guaranteed Annual Wage—1952*. Industrial Relations memos, No. 126, New York, March 15, 1952. 8 pp.
Devoted mainly to the Steelworkers demand with some historical notes.
- *23. Latimer, Murray W. *A Guaranteed Wage Plan for the Workers in the Steel Industry*. Union exhibit No. 26, Wage Stabilization Board, Case No. D-18-C, 1952, 52 pp.
- *24. ———. *Appendix to a Guaranteed Wage Plan for the Workers in The Steel Industry*. Union Exhibit No. 11A, Wage Stabilization Board, Case No. D-18-C, 1952, 55 pp.
Discusses procedures and methods used to construct cost estimates.
- *25. The 1955 Ford and General Motors Union Contracts. *Monthly Labor Review*, August 1955, pp. 875-881.
- 26. Sherbondy, Donald J. The Pittsburgh Plate Glass Company Security Benefit Plan. *American Economic Security*, December 1955, pp. 26-34.
- *27. The Showdown on the Guaranteed Annual Wage: What It Means to Business, Special Report. *Business Week*, April 1955, pp. 80-110.
A look at the various aspects of the GAW issue including a short history of the idea, early plans, post-war developments, comparisons of the plans of various unions and management's attitude and position.
- *28. Unterberger, Herbert S. From GAW to Income Security. *Labor Law Journal*, April 1955, pp. 215-221.
- *29. ———. Estimating The Cost of a Guaranteed Wage Plan. *Labor Law Journal*, June 1955, pp. 391-400.
- 30. Views of the United Automobile Workers Public Advisory Committee on the Guaranteed Wage. *Daily Labor Report*, Special Report, May 17, 1955, No. 2, 12 pp.

Some Labour and Management Views

Labour and management views have been expressed in a wide variety of trade union and business publications. Some of these are listed elsewhere in this article; others are referred to below.

- *31. Chamber of Commerce of the United States. *Jobs? Or Jobless Pay*. 1954, 90 pp.
- *32. CIO. *Guaranteed Annual Wage the Year Round*. Publication, No. 124, Washington, 1945, 24 pp.
- *33. Garbarino, J. W. *Guaranteed Wages*. University of California, Berkeley, 1954, 61 pp.
Contains chapters presenting the views of management and labour.
- *34. National Association of Manufacturers. *The Guaranteed Annual Wage and Its Implications to a Free Economy*. New York, February 1954, 43 pp.
- *35. Stabilized Employment and The GAW: Survey of Managament Thinking. *Management Review*, July 1945.
- *36. United Automobile Workers. *Preparing a Guaranteed Employment Plan that fits like a Glove*, 1954, 44 pp.
- *37. Weinberg, Nat. The Thinking Behind the UAW-CIO Guaranteed Plan. *Michigan Business Review*, March 1955, pp. 1-8.

Relationship to Unemployment Insurance

One aspect of the SUB plans that has attracted a good deal of attention is their close tie-in with the public systems of unemployment insurance. Most of the plans stipulate that, as one condition of operation, there must be from the unemployment insurance authorities rulings to the effect that a laid-off worker can receive SUB benefits without being thereby disqualified from drawing unemployment insurance benefits. In the United States, rulings of this kind have so far been made

in more than 20 states, negative decisions having been made in only four. In Canada, at the time of writing, SUB benefits were not yet available and the Unemployment Insurance Commission had not announced its policy.

In this section are listed a number of publications dealing with the use of private layoff benefits as a supplement to unemployment insurance benefits, and with the problems of integrating the two.

- *38. Industrial Relations Counsellors. *The Guaranteed Annual Wage: An Active Issue*. Memo No. 131, New York, 53, 28 pp.
Analyses proposal for supplementation of unemployment compensation. In addition contains a brief historical sketch, some early plans and a discussion of the management approach.
- *39. Interstate Conference of Employment Security Agencies. *Relationships Between Unemployment Compensation and Guaranteed Wage Proposals*. Washington Daily Reporter, 1953, 18 pp.
- *40. Levinson, David. The Guaranteed Annual Wage and Unemployment Compensation. *Labor Law Journal*, June 1954, pp. 387-390.
- *41. Loysen, M. O. The Tie-In With Unemployment Compensation. *Management Record*, March 1954, pp. 120-123.
Paper presented before the 346th meeting of the National Industrial Conference Board as part of a panel entitled "Guaranteed Wages: The Perennial Problem".
Other papers given were: Union Approach to Wage Guarantees by Marvin Miller; Management Appraisal of the Guaranteed Annual Wage by Emerson P. Schmidt; Company measures to Regularize Employment by M. M. Olander.
- *42. Papier, William. Guaranteed Annual Wage Proposals: Their Implications for Unemployment Compensation. *Industrial and Labor Relations Review*, January 1955, pp. 265-274.
- *43. Schmidt, Emerson P. Private Guaranteed Wages and Unemployment Compensation Supplementation. *Industrial Relations Research Association Proceedings*, December 1953, pp. 96-112.
Paper presented as part of a panel entitled "Annual Wage Guarantees; A Growing Problem in Industrial Relations".
Other paper given was: Some problems of Annual Wage Guarantees by Boris Shiskin.
Discussants: Philip Booth and Philip Arnow.
- *44. United States Department of Labor, Bureau of Employment Security. *Guaranteed Annual Wage Payments and Related Employer Payments Under State Unemployment Insurance Systems*. Washington, 1953, 14 pp.

Economic and Social Implications

Another aspect of the subject that has been singled out for special attention is the economic and social implications of guarantee and SUB plans and proposals. The following is a small selection from the many publications in which the plans

are examined in terms of such things as general economic theory, employment stability and labour mobility, the effect on incentives and technological change, and the probable impact on patterns of investment, production and consumption.

- *45. Backman, Jules. The Economics of the Guaranteed Wage. *New York University Eighth Annual Conference on Labor*, 1955, pp. 441-467.
Paper presented as part of a panel on the Guaranteed Annual Wage. Other papers given were: A Guaranteed Annual Wage Plan by Thomas T. Heney and the Impact of the Guaranteed Annual Wage on Social Security by John W. McConnell.
- *46. Cartwright, P. W. The Economics of the UAW-Ford Contract. *American Economic Review*, December 1955, pp. 932-937.
- *47. Chamber of Commerce of the United States. *Economics of the Guaranteed Annual Wage*. Washington, 1953, 35 pp.
- *48. Harris, Seymour E. Economics of the Guaranteed Wage. *Industrial Relations Research Association Proceedings*, December 1954, pp. 164-185.
Paper presented as part of a panel entitled "The Impact of Employment Security Programs".

Other paper given was: The Economic Function of Unemployment Insurance by Arthur Larson.

Discussants: Nat Weinberg, Emerson P. Schmidt and Seymour Brandwein.

- *49. Labor-Management Conference, Rutgers University. *The Guaranteed Annual Wage, 1954*. New Brunswick, New Jersey, 115 pp.
Participants: Richard A. Lester, Marvin J. Miller, Emerson P. Schmidt, John E. Conley, Henry A. McFarland.
- *50. Leeman, Wayne A. The Guaranteed Annual Wage, Employment and Economic Progress. *Industrial and Labor Relations Review*, July 1955, pp. 565-571.
- *51. Slichter, Sumner H. View of Effects of Ford-GM Contracts. *Monthly Labor Review*, October 1955.
- *52. Wickersham, Edward D. Repercussions of the Ford Agreement. *Harvard Business Review*, January-February 1956, pp. 61-73.
See also item 14, Appendix F, Economic Analyses of Guaranteed Wages by A. D. Hansen and P. A. Samuelson.

Canadian Views

A number of published contributions different characteristics of the Canadian to the subject have been made in economy and the Canadian system of Canada, some dealing at considerable unemployment insurance. A selection length with SUB plans as they relate to follows.

- *53. Andras, A. The GAW: A Labor Viewpoint. *The Commerce Journal*, Toronto, 1956, pp. 39-42.
- *54. Bouvrier, Emile. *Guaranteed Annual Wage, A Modified System*. Montreal, Industrial and Labour Relations Publications, 1954, 52 pp.
- *55. Croll, D. A. Guaranteed Annual Wage. *Canadian Unionist*, May 1955, pp. 167-168, 170+ (excerpts from speech in House of Commons).
- *56. Giguere, L. G. Salaire Annuel Garanti. *Industrial Relations Quarterly Review*, Quebec, June 1954, pp. 283-6. Includes an English summary.
- *57. Gilbert Jackson and Associates. The Guaranteed Annual Wage. A series of 8 articles published by the *Canadian Press*, 1955.
- *58. Goforth, Wallace W. The Guaranteed Wage Issue: A Canadian Appraisal. *The Commerce Journal*, Toronto, 1956, pp. 31-38.
- *59. Guaranteed Annual Wage. *Industrial Canada*, July 1953, pp. 301-310.
Papers presented before the panel were: The Guaranteed Annual Wage, 1953 by C. E. French and Management and the Guaranteed Annual Wage by Leo Teplow.
- *60. Guaranteed Annual Wage. *Industrial Canada*, July 1955, pp. 240-250.
Papers presented before the panel were: Guaranteed Annual Wage—Some characteristics and Principles Involved by Harry Taylor; Your stake in the Guaranteed Annual Wage by David M. Molthrop; UAW Guaranteed Employment or Wage Plan and the Canadian Economy by Stuart Armour.
- *61. Guaranteed Wage and Employment Plans in Collective Agreements. *The Labour Gazette*, September 1953, pp. 1269-1272.
- *62. The Guaranteed Annual Wage. *Labour Research*, Canadian Congress of Labour, November-December 1953, whole issue.
Contains some history and a discussion of a few of the reasons behind the drive for the guaranteed wage.
- *63. Mathews, N. L. The Guaranteed Annual Wage. *Canadian Personnel and Industrial Relations Journal*, April 1955.
- *64. Montreal Board of Trade, Employee Relations Section. *The Guaranteed Wage: A Panel Discussion*. December 10, 1953.
Participants: R. B. MacPherson, J. K. Molyneaux and J. P. Nicol.
- *65. MacDowell, G. F. Some Economic Aspects of Guaranteed Annual Wages. *Canadian Banker*, Winter 1955, pp. 53-59.
- *66. Owen, C. F. Guaranteed Wages—Company Unemployment Benefits and the New Unemployment Insurance Act. *Industrial Relations Quarterly Review*, Quebec, March 1956, pp. 98-108.
- *67. Phillips, W. G. Guaranteed Wages. *Canadian Forum*, July 1955, pp. 1 and 80-81.
Points out some advantages of raising unemployment compensation benefits rather than relying on SUB plans.
- *68. Ross, H. F. Some Aspects of the Problems of Guaranteed Wages and Employment. *Canadian Journal of Economics and Political Science*, November 1947, pp. 545-562.
- *69. White, R. F. Some issues involved in Guaranteed Wage and Employment Demands. *Industrial Relations Quarterly Review*, Quebec, June 1955, pp. 157 and 173. Includes a French summary.

44th Annual Convention of N.B. Federation of Labour

President James A. Whitebone urges support of action by governments of Atlantic provinces to improve the economy of the area; delegates endorse his plea. Labour Minister Gregg one of convention speakers

Focusing on the economic progress of the province, delegates to the 44th annual convention of the New Brunswick Federation of Labour unanimously endorsed President James A. Whitebone's strong advocacy of support of the action of Canada's Atlantic governments towards immediate improvement in the area's economy. The convention was held in Moncton August 27 to 29.

This endorsement was contained in a resolution supporting the President's annual report, in which he foresaw the "greatly accelerated program of our people"—in particular the construction of the Chignecto Canal and the Passamaquoddy power project—as an offset to "the impact of the St. Lawrence Seaway on our province".

The 200 delegates, a record attendance, also adopted the preliminary report of its committee on the amalgamation of the New Brunswick Council of Labour with the New Brunswick Federation of Labour. An eight-point program, which formed the basis of merger negotiations, was adopted.

The delegates came from six Trades and Labour Councils and 85 local unions and represented a total Federation membership of 35,000.

In contrast with previous conventions, the 35 resolutions on the agenda evoked neither protracted discussion or controversy. One of the most far-reaching in its implication, and a throwback to a debate at last year's convention, was that submitted jointly by all the municipal employees' unions of Saint John, including police, firefighters, City Hall and school board employees.

This resolution, after declaring that "New Brunswick is the only province in Canada which in its Labour Relations Act denies this right" (or bargaining) to employees of municipalities and municipal boards, thereby "reducing such employees to something less than first-class citizens," called for such changes in the Act whereby all such government bodies "be employers under the Labour Relations Act in the

same manner as other employers, with disputes referred to a three-man Board of Arbitration".

After the formal welcome by Alderman W. Creaghan, representing the Mayor of Moncton, the first guest speaker was the Hon. A. E. Skaling, provincial Minister of Labour. He was certain and happy that the merger would soon be a fact of history in New Brunswick. In a 25-point program, Mr. Skaling reviewed the accomplishments of organized labour in the province in relation to his department.

Hon. Milton F. Gregg

Hon. Milton F. Gregg, Minister of Labour, after congratulating the Federation on its record attendance and on its record on behalf of New Brunswick workers and the welfare of the province, emphasized that the federal Department of Labour and the provincial Department of Labour were always working in close co-operation for the same objectives—"partisan politics plays no part in those things that are close to the heart of your organization," he asserted.

Mr. Gregg congratulated Claude Jodoin on his statesmanship in connection with the merger. "Many said it could not be done," observed the Minister, "or done in such a way that could be a threat to what most Canadians hold dear, or that might cause other segments of our community to worry. But due to the statesmanship of your President there is nothing to worry about." He expressed his pleasure at the progress towards merger of New Brunswick labour organizations.

Turning to the status of Federation President Whitebone in the new Canadian Labour Congress, the Minister lauded his achievements for Canadian labour through 25 years of executive service. "Jim Whitebone never puts on a show," continued the Minister, "but every time I attend a gathering at which he is an impressive participant I am proud and happy to see and hear Jim Whitebone from my native province of New Brunswick".

Touching on employment, the Minister stated that far more people were employed in Canada and New Brunswick than ever before, and at wage levels never known before. "We will continue in our best efforts to keep up the tempo of employment this winter," he declared, pointing out that "Moncton pioneered in this effort to promote winter employment".

The Minister then dealt with Camp Gagetown and the chain of events that brought it into being as one of Canada's major military training areas. Tracing the troubled years back to Korea, the Minister stated that countries in NATO felt that the effort for security must be maintained, and that, he said, "was the conception of the need for Camp Gagetown".

Continuing, the Minister stated that the stages in that project have now "jelled" and "through it all one thing stands out—the strong support and co-operation of organized labour".

Mr. Gregg dealt comprehensively and frankly with each stage of the project and the special problems arising from it—the procurement period, the evacuation period and the replacement period. "We developed a spiral plan," explained Mr. Gregg, "whereby I was able to obtain the names and qualifications of every single worker who had no farm and had to move. Gradually, by the willingness of cities and towns and the active assistance of organized labour, they were all taken care of."

The Minister, noting that more than 3,000 were employed at Camp Gagetown, said he had discussed the "new city" growing up in the area with the Housing Corporation to see to it that the maximum of skilled workers will have an opportunity to work there this winter.

Speaking of recent amendments to the Unemployment Insurance Act, the Minister credited the labour delegates at the Toronto convention with pinpointing the necessary changes. "We have the 'bugs' out of the Act," he commented, "but I want to make it clear that those bugs were in no sense the fault of the UIC. They were not intentional; we just could not foresee the consequences."

Regarding the extension of coverage to fishermen, the Minister stated: "We are going to work out a plan without taking away from you who are fully insured. In this respect I would bespeak your sympathetic understanding in the effort that is going forward."

On health insurance he stated that "it was agreed in such a plan it would be essential in the collection of tax money that a majority of the Canadian people

were in agreement before it goes into effect". That was why it was decided that six provinces should be in agreement.

James A. Whitebone

President James A. Whitebone, making his 26th annual report to the Federation, urged an immediate start on the construction of the Chignecto Canal to offset the impact of the St. Lawrence Seaway on the economy of the province. By contributing their full share of the costs of the Seaway, the Atlantic provinces were actually subsidizing their own economic disaster, he declared.

"We will be stupid indeed," he said, "to believe that the ports of this waterway will not create widespread unemployment and economic upheaval in New Brunswick."

Mr. Whitebone said that while the Federation was prepared to accept a project of such magnitude which would bring benefit to such large numbers, it was entitled to equal consideration of its claim for compensation for the economic loss which the province would sustain.

Mr. Whitebone called on the Federation also to work vigorously for implementation of recommendations by engineers studying the feasibility of harnessing the Fundy tides in the Passamaquoddy area for the development of low-cost hydro-electric power.

Mr. Whitebone recommended that the Federation "lend full support" to proposals of the Maritime governments for economic improvements in the Atlantic provinces. The recent conferences of the premiers in the Atlantic group "has been a significant development since our last convention," he said.

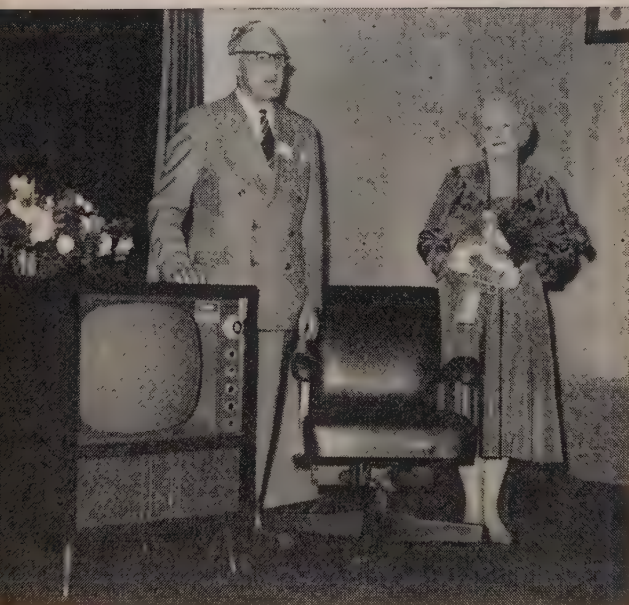
The convention will have before it for decision some proposals and recommendations respecting the proposed merger, said Mr. Whitebone. Referring to fears that the New Brunswick Federation of Labour would pass out of existence and be replaced by a new organization, he said: "So far as your officers are concerned, there is no foundation whatsoever for such fears." There was, he noted, agreement that the name and constitution of the Federation should be retained, with only such constitutional amendments as might be necessary to clarify conditions of the merger.

Workers everywhere are deeply concerned with automation and its impact on their skills and occupations, said Mr. Whitebone. Automation can be a great boon to the workers and has so proved in many cases. Nobody can successfully



Pictured at the opening session of the 44th annual convention of the New Brunswick Federation of Labour (left to right): Hon. Milton F. Gregg, Minister of Labour; Claude Jodoin, President, Canadian Labour Congress; and Capt. J. M. Cody, Chairman, Board of Trustees, International Association of Fire Fighters.

(Photo by Tom Bourgeois, Moncton)



To honour Federation President James A. Whitebone on his completion of 26 years in the post, delegates to the convention presented him with a television set and an easy chair. Mrs. Whitebone is seen in the middle photograph with the bouquet of roses she was presented with.

(Photo by D. M. Halfpenny, Moncton)



The executive officers of the New Brunswick Federation of Labour for 1956 elected at the convention (left to right): Michael J. Renny, 5th Vice-president, Newcastle; Charles Malchaw, 3rd Vice-president, Bathurst; Ralph Boyd, 1st Vice-president, Moncton; President James A. Whitebone; William McCarlie, Secretary-Treasurer, Saint John; W. A. MacLean, 2nd Vice-president, Fredericton; and Roland Blanchette, 4th Vice-president, of Edmundston.

(Photo by D. M. Halfpenny, Moncton)

block progress, he said; we have no quarrel with automation but "we must be ever on the alert and strive to see to it that the inevitable processes of automation are not to be a means of hardship and privation for our people, rather that they be used for their benefit".

Nothing that the recent increase in the maximum benefits payable to injured workmen under the Workmen's Compensation Act is still below the 75 per cent requested by the Federation, Mr. Whitebone expressed the hope that it would be brought up to that amount in the very near future.

Resolutions endorsing the principle of equal pay for equal work, in line with recently implemented federal policy, would come before the convention, said Mr. Whitebone, and he commended them to the consideration of the delegates.

Mr. Whitebone stressed the need for low-rental housing. "Every worker," he said, "has the right to a decent, comfortable home with modern conveniences for good living for himself and his family and we must not rest until this desirable goal has been attained."

Stating that the Federation has always supported the principle of adequate educational opportunities for all, Mr. Whitebone recommended the Federation establish one or more annual scholarships for the sons and daughters of its members.

"Due to amalgamation of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, the full-time staff of representatives in New Brunswick is now co-ordinated and functioning smoothly as a team," Mr. Whitebone reported.

A number of new unions have been organized during the year at various points in the province, including motor mechanics, forest workers, miners, operating engineers, machinists and electrical workers, he said. A significant development was the organization of retail clerks at Fredericton. To all these new unions he extended a welcome and expressed the hope that "those who have not already done so will affiliate with this Federation soon".

Claude Jodoin

Organized labour is not interested in taking over, or attempting to take over, control of Canada, Canadian Labour Congress President Claude Jodoin emphatically asserted in his address to the convention.

The best possible working conditions and social benefits, along with the highest standard of living procurable, are the things

that organized labour is seeking to attain for Canadian workers.

Among other things, Mr. Jodoin pointed out that labour has always, and will always, stand for co-operation. Regardless of race, creed or colour, labour will always work in the interest of the worker, he asserted.

Speaking of the role of labour on the international scene, Mr. Jodoin noted that "we (labour) have the sole solution to the problem of peace in the world. There is not warmongering in countries where free trade unions exist. I cannot tell you the exact date and time, but the day will come when Comrade Khrushchev will wake up and find free trade unions in Moscow. When that day comes, world peace will follow."

Mr. Jodoin paid tribute to the New Brunswick Federation of Labour which, he reminded the delegates, "is the oldest federation in Canada". He referred to James A. Whitebone, President of the Federation, as "one of the pioneers in the labour movement in Canada".

Delegates were reminded that the labour movement has been successful in getting legislation passed that at one time was called "preposterous". He referred particularly to old age pensions, unemployment insurance and workmen's compensation. Two other benefits on which labour is now working are equal pay for equal work for men and women, and a comprehensive national health program.

The CLC President, speaking on the proposed merger of the two provincial labour federations in New Brunswick, remarked: "This is a necessity, as far as organized labour is concerned." He added that problems would no doubt arise since, "if there were no problems in the labour movement something would be wrong."

Merger

The merger question came before the convention in a resolution that called for amalgamation of the two provincial bodies as soon as possible, by special convention. As the resolutions committee was already dealing with the matter in the form of a report on preliminary merger discussions, the resolution was referred to it.

The committee later submitted eight recommendations, all of which the convention adopted. It was resolved that "a committee set up by this convention continue to meet with the New Brunswick Council of Labour" and that "all executive officers be elected from the floor of the merger convention" and that "no individual will be promised an executive office".

The only flurry arose out of the recommendation that "the obligation contained in the present constitution be deleted and a new form of obligation adopted". The present oath, which must be taken by all candidates for election, is the same as that in the constitution of the Trades and Labour Congress of Canada, which was amended at the founding convention of the Canadian Labour Congress (L.G., June, p. 636). It contains a pledge of loyalty to the Crown and a repudiation of Communism.

Retention of the obligation was strongly urged by H. C. Tracy and C. A. Steeves and adopted by the convention.

Also adopted was the report of the committee, comprising President Whitebone and Secretary William McCarlie, on preliminary merger discussions with the New Brunswick Council of Labour.

Before the committee reported, President Angus McLeod and Secretary Ralph Evans of the Council addressed the convention. Delegates applauded Mr. McLeod's plea that "any previous differences be forgotten". He stated that a convention of his organization had approved the same recommendations that were being presented to the Federation's convention.

In conclusion he asserted: "Brother Whitebone and myself are friends. The realization has never been out of our minds that your Federation of Labour has a great record of achievement in this province. So the way is cleared for the merger."

Mr. Evans informed the delegates that the Council of Labour had a membership of 4,000 in 28 local unions.

Resolutions Adopted

The resolution most far-reaching in its implication, next to that on the proposed merger, was that calling for changes in the province's Labour Relations Act that would make all municipal government bodies "employers under the Act in the same manner as other employers".

Speaking on this resolution, John F. McMillan of the Policemen's Protective Association, Saint John, one of the unions sponsoring it, explained that the purport of the resolution was to delete that section of the Act that compels an employer to declare himself either an employer or not an employer "so that we are on the same basis as any other type of employee and they are on the same basis as any other type of employer".

Another resolution adopted called for a further amendment of the Act whereby any agreement between a union and any

employer or firm, with attendant certification, "shall not be affected by reason of a change in the name or ownership of such firm".

The convention also adopted a resolution of its ways and means committee to establish a scholarship fund by means of a registration fee of \$1.50 per delegate at future conventions. From the fund so created, a scholarship of \$150 would be awarded annually "to a son or daughter of a member in good standing at the discretion of the executive committee".

Another adopted resolution, of particular interest to workers in the Moncton area and submitted by Local 851, International Union of Operating Engineers, called for remedial action on behalf of union employees vis-a-vis enlisted personnel.

Recommendations contained in other adopted resolutions were that:

Old age pensions be increased from \$40 to \$60 a month;

Employers be compelled to pay the same wage rate to all men and women "who perform the same work";

The provincial sales tax be reduced "commensurate with the economy of the province";

Prevailing rate employees of the federal Government be granted the same bargaining rights as employees in private industry;

Workmen's compensation benefits be increased from a maximum of 70 per cent to a maximum of 75 per cent of an injured worker's wage;

Pneumoconiosis be listed as an industrial disease under the Workmen's Compensation Act;

The Stationary Engineers Act be completely revised and more rigidly enforced;

Methods of distribution under the province's Liquor Control Act be improved, with particular reference to the operation of licensed taverns, clubs and cocktail lounges;

Personal income tax exemptions be increased from \$1,000 to \$2,000;

Provincial legislation be enacted to provide safety standards for the construction industry;

Decisions in cases of injunctions in labour disputes be issued within seven days after all evidence has been heard; and that

Voting methods be simplified to avoid the possibility of spoiled ballots.

Other Speakers

V. C. Phelan, Director of the Canada Branch of the International Labour Office, outlined the role of the ILO. One of its

major objectives he characterized as "the extension to all workers in all countries of the benefits enjoyed by the workers in the more developed countries".

Other speakers in the first session included Henry Harm, Regional Director of the CLC, and R. P. Hartley, Regional Director of the Unemployment Insurance Commission. Mr. Harm spoke of the progress already made in the Atlantic provinces by the newly-formed CLC and the bright future that is expected, particularly in the field of employment. Mr. Hartley spoke of the excellent relations that exist between labour and the UIC, citing examples of close co-operation and understanding during the difficult war years.

N. D. Cochrane, New Brunswick Deputy Minister of Labour, commented on the favourable status of labour-management relations in the province. Only two strikes occurred in New Brunswick during the past year, he pointed out, adding that in the same period his department dealt with 24 conciliation cases and six conciliation boards.

He also stated that there were more than 1,000 apprentices in the province, the largest per capita figure of any province.

Austin C. Taylor, Leader of the Opposition in the New Brunswick Legislature, complimented both the convention and President Whitebone on the efficient functioning of organized labour in the province, declaring that "any group in society, regardless of its function, needs organization such as yours".

Among others who addressed the convention were Andrew Cooper, Executive Board Member in Canada of the United Brotherhood of Carpenters and Joiners; Capt. J. M. Cody, board member, International Association of Fire Fighters; Ralph C. Patterson, Secretary, New Brunswick Accident Prevention Association; Samuel Babb, representing the State of Israel; Russell McLellan, Technical Adviser to the provincial Minister of Labour; and R. G. Jones, labour representative on the New Brunswick Workmen's Compensation Board.

James A. Whitebone Honoured

At the annual dinner, the delegates honoured the Federation President, James A. Whitebone, for "serving Labour in the province and throughout Canada with distinction" during his 25 years in office.

William Touchie, retiring 1st Vice-president, presented Mr. Whitebone, on behalf of the delegates, with a television set and an easy chair. Mrs. Whitebone was presented with a bouquet of roses.

Election of Officers

In the election of officers, Mr. Whitebone was re-elected President, by acclamation, for his 26th term. William McCarlie also received an acclamation as Secretary-Treasurer.

The five Vice-presidents elected, in numerical order, were: Ralph Boyd, Moncton; W. A. MacLean, Fredericton; Charles Malchow, Bathurst; Roland Blanchette, Edmundston; and Michael Kenny, Newcastle.

State Intervention and Assistance

(Continued from page 1243)

Some of these questions, it will be seen, involve chiefly administrative issues, while others look toward policy decisions and some suggest possible future changes in the legislation itself. Most consistent and continuous has been the criticism of the conciliation feature by the trade unions and especially the delay aspect associated with the use of a department officer and a three-man board in a timed sequence. Many pages are given to discussion of this matter, including practical suggestions for amendment by people experienced with the operation of the legislation. Mindful of the long history of compulsory investigation and conciliation in Canada, a plea is made for the worth of the instrument

per se, but flexibility is advocated, especially with respect to the use of boards as a second stage, through a responsibility seriously exercised by the Minister in determining the whether or no of its appointment. This attitude of appreciation of conciliation is in line with the position taken elsewhere, where it was found that the Trades and Labour Congress of Canada, decades earlier, was swaying in its attitude to the older Industrial Disputes Investigation Act according to the condition of a rising or a falling price trend⁽¹⁾.

⁽¹⁾ Cf. *Trade Unions in Canada*, Toronto—MacMillan, 1948, pp. 450-58.

88th Annual Trades Union Congress

Delegates representing 180 unions with 8½ million members unanimously reject Government's plea for wage restraint; by large majority adopt resolution welcoming automation if union members' interests protected

The Trades Union Congress met at Brighton, September 3-7, for its 88th annual meeting. One thousand delegates, representing some 180 unions and 8,260,000 members, attended.

Among the 89 resolutions submitted by affiliated unions, those claiming chief attention dealt with the Government's appeal for restraint in wage demands, automation, the 40-hour work week and the Suez Canal crisis. A number dealt with problems within the movement.

Sir Thomas Williamson, General Secretary of the National Union of General and Municipal Workers, was elected Chairman of the General Council for the forthcoming year and President of next year's Congress. The 35 members of the General Council were returned to office.

Presidential Address

Britain's economic position is the most important question facing Congress today, TUC President Wilfred Beard told the delegates. While he criticized government policy he added that invective is not enough and trade unionists must suggest a solution to the problem. He denied that wages were the cause of inflation.

Mr. Beard pointed up the need to ensure that workers who must change their jobs be paid fair compensation and be given ample time and opportunity to train for other occupations.

Discussing automation, he asked the delegates to view its advance without fear.

He called for free world trade, saying it would assist those industries which have experienced a recession and spoke optimistically on the consequences of a possible increase in trade with Russia.

Mr. Beard referred to the Congress' interest in education and of the intention to offer free education of all kinds to members of all affiliated unions.

On the economic situation, Mr. Beard said: "The most important question facing every one of us today is the economic position of this country. The future prospects of trade—the living standards and the economic stability that depend on them—are the concern of us all."

Dwindling demand for cars and similar products have caused short-time working and some unemployment, he said, but complaints and invective against the Government would not solve the problem. "As trade unionists, we cannot rage and storm about the cause of the crisis and then stay silent about suggesting a solution."

Recounting economic developments over recent years, he said Britain must produce to sell on quality and price and, in order to do this, there must be priorities. "We can hardly expect to have comparatively full employment in a completely free economy."

Planning is essential, Mr. Beard declared, saying he could not understand why planning, considered so necessary in war, is so neglected in peace.

If a worker has to change his job he should be told why and in good time. If he has to leave his firm he should in some cases be paid fair compensation "in line with previous service". If a displaced worker has to learn a new job he should have the time and opportunity to train for it. These are the elementary principles of industrial decency that must be put into common practice today, he concluded.

Wage Restraint

Both the General Council and the Congress firmly rejected the Government's plea for wage restraint.

A resolution moved by the Transport and General Workers Union and formally supported by ten unions placed responsibility for recent inflationary trends on failure of the Government to maintain and improve the export trade. It alleged that the Government, by abandoning economic controls, had allowed the economy to drift and deprived itself of the most effective means of recovering control in a crisis.

Rejecting proposals to recover control by wage restraint, the resolution stated: "Congress asserts the right of labour to bargain on equal terms with capital and to use its bargaining strength to protect the workers from the dislocations of an unplanned economy."

The resolution warned the Government that major reliance on monetary controls cannot increase production where most needed but must inevitably lead to erratic markets and damage over wide fields of industry. In this "menacing" situation, it stated, "technological developments (including automation) must aggravate unemployment unless there is re-established the foundations of a planned economy."

It concluded with instructions to the General Council to make renewed representations to the Government for a return to a planned economy, based upon effective economic controls.

Before the resolution was debated, W. L. Heywood, chairman of the economic committee of the General Council, in a keynote speech opened the economic discussion.

He said the Government's policy of continued reliance on monetary instruments had had the foreseen results; there had been considerable redundancy and short-time working in many trades. "Was this the first ripple which was going to spread across the whole pool of employment?" he asked.

The country's economy got out of balance last year, partly because of an increase in personal consumption but mainly because of a large increase in investments in stocks and capital investment, Mr. Heywood asserted. This had produced balance-of-payments difficulties of a serious kind, about which something clearly had to be done. They did not, he said, criticize the Government for taking action but they did complain about the kind of action taken.

Measures adopted by the Government Mr. Heywood enumerated as reduction of investment in the nationalized industries, reduction of housing subsidies, increased purchase tax and increased rates of interest to be paid by local authorities raising loans. These measures proved ineffective, he continued, and in February the bank rate was further increased, hire-purchase regulations were stiffened and the bread and milk subsidies were cut. The total effect of these measures, said Mr. Heywood, had been most plainly exemplified by what had happened in the furniture trades and the radio and motor industries.

The General Council had protested against the Government's reliance on credit restriction, higher interest rates and raising of prices of essentials to limit personal consumption, he said. It had also objected in strong terms to the Government's refusal to impose building controls and import controls in order to reduce

In a warning directed primarily to the Trades Union Congress on the eve of its meeting, Chancellor of the Exchequer Harold Macmillan cautioned that Britain might be forced out of the first rank of industrial powers because of lack of foresight on the part of her people.

Mr. Macmillan quoted figures showing that since 1953 wages and industrial output in the United States and Germany had risen at about the same rate, while in Britain wages were rising twice as fast as output.

He disagreed with union assertions that wage claims were justified because of the decreased purchasing power of the pound sterling since 1951, stating that since that date retail prices had risen 24 per cent while wage rates had increased by 34 per cent and actual savings by about 40 per cent.

demand with the least possible dislocation to production and employment.

The General Council, said Mr. Heywood, had repeatedly pointed out the dangers of the monetary policy, one of which was that its effects could not be predicted. There were psychological factors on both management side and the trade union side. The expectations of management—whether they were hopeful or fearful—played a considerable part in creating the atmosphere in which business was conducted and in which future commitments were made. On the union side, many workers had begun to wonder whether the full employment of the last decade was merely an interlude and appeals for higher productivity were not readily heeded by men who feared redundancy.

On the suggestion that there should be wage restraint, he said: "The General Council warned the representatives of the Government that it was beyond our control and beyond the wit of anybody to devise measures which would prevent wage applications being submitted if prices continued to rise."

To call a wages standstill when prices are rising is out of the question, he concluded. It is the opinion of the General Council that wage applications should be considered prudently and sensibly in the light of all the facts.

The best answer to those who have assumed that the unions would act recklessly is to point to the evidence of the last ten years. The unions have not used their power to the extent that they might have done, nor have they used it in an anti-social way.

Speaking briefly on the resolution, its mover, Frank Cousins of the Transport and General Workers, suggested disarmament as an alternative to wage restraint. The Government, he declared, could balance its budget by saving £150 millions on defence.

The resolution was accepted by acclamation following an announcement by President Wilfred Beard that it had the support of the General Council.

Automation

By a four-to-one majority, the Congress accepted the advice of the General Council to welcome automation but to do so with caution.

Two composite resolutions were presented. The first, endorsed by the General Council and sponsored by most of the largest unions, was adopted. It expressed belief that the introduction of automation into industry and commerce provides the possibility of better living standards and greater leisure.

Congress, the resolution stated, was not opposed to automation developments, which it recognized as inevitable, but was resolved that the interests of trade union members be safeguarded against "any ruthless application of automation by employers".

Among the safeguards it called for were joint consultation well in advance where automation is contemplated or to be applied, fullest consideration to be given to recruitment and training policies and avoidance of redundancy, adequate maintenance for displaced workers, and that the wages and conditions of workers in occupations not easily converted to automatic processes should not lag behind those in manufacturing.

The resolution also required that any economic benefits achieved through automatic processes should be passed on in the form of lower prices.

The alternative resolution, sponsored by the Association of Supervisory Staffs, Executives and Technicians, demanded a "permanent commission or national planning board for automation, under the control of a responsible minister". It found few supporters and was rejected by a large majority.

Control of automation, many delegates considered, is not something which can be left safely in the hands of civil servants but is the union's business and they certainly want to have a hand in it.

In introducing the subject, James Crawford, President of the Boot and Shoe

Operatives, who spoke for the General Council, said that until a clearer picture of automation emerges the TUC could only watch the trends in technological change and keep them under continuous review.

Much, he said, had been made of the changes in psychological attitude that would be required but every mechanical advance in history had needed that and the adjustment had been made.

As to the effect of automation on the labour force, he did not think redeployment of labour on a massive scale was possible because in fields where control-engineering is practical there is no massive employment of labour. It might be that there is a greater threat to non-manual workers, in offices for instance, if computing machines could be custombuilt without to heavy a capital risk.

Machine tools controlled by computers were also an established fact, said Mr. Crawford, and their growth in the future is a simple matter of economics.

It is a tripartite responsibility of government, employers and unions to see that these changes are brought about smoothly. "We trade unionists are in favour of technical change but we want conditions for other people to be as good during the change-over as can be managed by skilled negotiators." The Government should take responsibility and should re-examine its present policy. It should put new emphasis on technical training.

As he saw it, the union's greatest difficulty would most likely be with those employers who did not fully appreciate the need for joint consultation. His suggestion to employers would be to narrow the field in which problems could arise by bringing as many workers as possible within formalized agreements.

Unions, said Mr. Crawford, should be consulted as soon as technical changes are contemplated and not just a week before layoffs. "We will co-operate fully if we are brought in on the ground floor," he said.

Shorter Work Week

By a small majority, the Congress pledged itself to support efforts by unions to reduce the length of the work week.

The motion, moved by the Blacksmiths, Forge and Smithy Workers representative and carried by a vote of 4,209,000 to 3,683,000, stated:

Congress confirms its support for the 40-hour week and considers that the time is now opportune to achieve it. Congress will support efforts by affiliated organizations tending to shorten the working week.

The Archbishop of Canterbury, Dr. Fisher, urged delegates to the Trades Union Congress to work for peace, partnership and human dignity in industry.

In a sermon at St. Peter's Church he emphasized the need for new attitudes to meet modern developments.

"Industry," said Dr. Fisher, "is a kind of atom bomb, tending to disrupt society." How far, he asked, does industry make those engaged in it happy in their community life and contented in themselves? Men can only attain and keep their personal and social integrity and self-respect by putting their hearts, along with their minds and bodies, into their work. Here, he warned, lies the real danger of automation:

"It limits still more the range in which a man can exercise his own initiative and craftsmanship and personal effort, which are what really give men satisfaction and happiness. Everything is too big for a true interplay of human interests and understanding and fellowship to keep it wholesome."

The constant pursuit of greater efficiency in industry, Dr. Fisher continued, encourages "not pride of performance but impoverishment of personality," and breeds "if not irresponsibility and impatience, at least a kind of moral inertia." This, he said, is reflected in a general restlessness and discontent.

"Since the industrial machine must from its own nature become more and more unhuman and impersonal, men must increase their moral stature in the field of personal expression. As management and the machine and automation increase their impersonal functions, all engaged in industry must achieve new heights of personal trust in one another, team work and charity."

The moral challenge, Dr. Fisher declared, is to abolish all that impairs the efficiency, the partnership and the integrity of those engaged in industry. "God is, as I think, compelling men in this and other fields to make now a fateful choice between life and death."

Referring to earlier industrial history, the Archbishop said that while there was much that was great and gallant in the rebellion against "industrial imperialism," times have changed; in industry, as in international politics, the appeal should no longer be to force against force but to reason against reason.

"We shall agree that in industrial affairs the language is too much the language of war, the appeal too readily the appeal to drastic action... In such an atomsphere partnership finds it hard to flourish, efficiency and pride in the work suffers, and charity finds few friends."

This was a defeat for the General Council, which had asked for its rejection.

Frank Cousins, the new General Secretary of the Transport and General Workers, speaking for the General Council, said the Council was not opposed to the principle of the 40-hour week but was opposing the wording of the motion. Congress would be stupid in the extreme, he said, if it let itself give the impression to the public and to union members that unions should go out and get what they could and that if they failed the TUC would get it for them.

Replying, the mover of the motion said that when the unions went to the employers demanding shorter hours, they were told that the time was not opportune. When they were busy, they said they could not afford the loss of production involved, and when they were slack they said they could not afford the money. "We say that the time is opportune... Today we have a high level of employment in industry; tomorrow we may not have it... If we

had the support of Congress I am sure it would strengthen our hands in negotiating with the employers."

Suez Canal Crisis

The Congress declared its attitude to the Suez Canal issue by carrying unanimously and with shouts of acclamation a General Council emergency motion that if the Cairo talks broke down force should not be used until the question has been referred to the United Nations, and then with its consent.

The motion also suggested that the Egyptian Government should recognize world needs as being above national sovereignty.

An amendment demanding the immediate recall of Parliament to discuss the situation fully was accepted by the Council. Half an hour later, Congress learned that Parliament had been recalled September 12.

A motion calling for the withdrawal of troops from the Island of Cyprus was defeated. Sir Vincent Tewson, the General

Secretary, said Congress could not really be "so irresponsible" as to demand the withdrawal of troops.

Canadian Fraternal Delegate

"The Canadian Labour Congress is proving itself a natural successor to the Canadian Labour organizations of the past," A. R. Mosher, CLC Honorary President and fraternal delegate, told the Congress.

Mr. Mosher outlined the steps leading to the restoration of unity in the Canadian labour movement and the success which had followed.

"We feel that we may anticipate that the progress of the Canadian labour movement will be expedited, and that all its activities will become more effective as a result of the merger," he said. "We have not reached in Canada anything like the degree of organization you have here in Great Britain; and there is a large field, especially of white-collar workers, agricultural workers and others, who have never been organized. These groups constitute a challenge and an opportunity for the new Congress, and we propose to do everything within our power to bring within the ranks of organized labour all those who can benefit.

"With over a million members, the prestige and influence of the new Congress will be much stronger than that of the national labour centres it succeeded and, both in the fields of organization and in the promotion of favourable legislation, we are confident that it will be able to promote the welfare of the workers of Canada on a wide scale; and, through the ICFTU, of other countries as well. We are particularly anxious to do everything we can to assist the industrially underdeveloped nations of the world."

AFL-CIO Fraternal Delegate

William F. Schnitzler, fraternal delegate from the AFL-CIO, directed most of his speech to an attack on Russian policy and "totalitarianism" in communist countries. "We do not minimize the terrific brute force of totalitarian tyranny," he said.

Referring to the Poznan riots, Mr. Schnitzler said: "It is up to us of the free world labour movement to translate

our unity of vital purpose into practical international solidarity. We can render the highest service to human freedom by encouraging and assisting those fighting for it under conditions of oppression and captivity. By the same token, we of the international free trade union movement must never encourage or aid those who deny others the basic human rights we enjoy."

International Trade Union Relations

Following a heated debate, a motion calling for "consideration of the relationship between the International Confederation of Free Trade Unions and the World Federation of Trade Unions" was defeated on a card vote by 6,052,000 to 1,922,000. "In view of recent developments in the Soviet Union the time is now opportune," the motion stated, "and many matters of common interest could be resolved by discussion between the two organizations."

General Secretary Sir Vincent Tewson, in a preliminary statement, said the Council wished to repeat its warning about the WFTU. In the past, the TUC had repeatedly refused to associate with the WFTU or with people who were not free to negotiate, he said. The Council would insist that Congress should draw this distinction because only thus would it remain loyal to its own ideas and to the ICFTU.

Also defeated were two resolutions, one suggesting an approach to the Soviet Union with a view to closer relations and the other that a TUC study team visit Russian industries on a reciprocal basis.

National Service and Disarmament

A resolution calling for a reduction in the present two-year period of compulsory national service was carried unanimously. The motion also urged the Government to press for disarmament through the United Nations.

A motion from the Tobacco Workers calling for further discussions between heads of states on disarmament, and immediate cessation of all tests of hydrogen and atomic bombs and prohibition of their manufacture, was carried without discussion.

Extension of the five-day, 40-hour week to all Department of Veterans Affairs hospitals and institutions on the same basis now in effect in those institutions

in British Columbia, at Col. Belcher Hospital in Calgary and at Camp Hill Hospital in Halifax was announced last month.

Alberta Provincial Federations

Merge at Edmonton Conventions

Former TLC body, Alberta Federation of Labour, and former CCL group, Industrial Federation of Labour of Alberta, unite in 35,000-member organization, first provincial federations to complete amalgamation

Alberta's two labour federations joined forces at a merger convention held in Edmonton from September 18 to 20. The new federation will be known as the Alberta Federation of Labour.

The merger is the first to be completed by provincial bodies.

The merging of the old Alberta Federation of Labour (TLC) with the Industrial Federation of Labour of Alberta (CCL) gives a combined membership of nearly 35,000 to the new organization. About 350 delegates attended the convention.

Charles Gilbert, Secretary of the old Alberta Federation of Labour, was elected President of the new AFL by acclamation.

Under the terms of the merger agreement, the AFL was to select the president, first vice-president and three of the six regional vice-presidents for the new organization, with the IFLA selecting the secretary-treasurer and the other three regional vice-presidents.

The two federations at separate meetings on September 17 ratified the merger agreement and elected their officers to the new body.

Besides the president, the old AFL elected David Erickson of Edmonton as First Vice-president. For regional vice-presidents it chose Joe Braun of Edmonton, Dave Cooper of Lethbridge and Frank Bodie of Calgary.

The IFLA elected its President, Jack Hampson of Calgary, as Secretary-Treasurer and Robert Atkin of Edmonton, L. M. Messmer of Medicine Hat, and John Montgomery as regional vice-presidents.

Constitution

During the debate on the constitution, delegates from craft unions pressed for amendments which would give building trades councils continued representation at AFL conventions.

Robert Scott, retiring President of the old AFL, pointed out that building trades councils, which are chartered by the American Federation of Labour, cannot be represented unless they are affiliated

with the Canadian Labour Congress. Certain sections of the constitution which were not amendable stated organizations seeking AFL representation must be chartered or affiliated with the Canadian Congress of Labour, he reminded the delegates.

Doug Murdoch, President of the Calgary Building Trades Council, said Alberta and British Columbia councils recently rejected an invitation to affiliate with a new building trades department within the CLC.

Jurisdictional disputes are referred to the AFL-CIO department and until important differences between craft and industrial unions are successfully resolved in the United States, he doubted Canadian building councils would give the CLC power to settle their jurisdictional disputes.

However, CLC affiliation would likely be sought in the future, he said, and he did not think it was fair to unseat building councils during this waiting period.

"By throwing the building trades council out of the window, you are throwing something important out of the trade union movement."

Secretary-Treasurer Jack Hampson said industrial unions, like craft unions, have special problems. If building councils are to have special representation, then industrial unions would probably take advantage of their right to establish metropolitan and provincial councils in order to obtain additional representation.

Roy Jamha, Edmonton, warned that such a move by either craft or industrial unions could result in a scramble for dual representation, with provincial councils sprouting up all over the place.

The convention gave unanimous approval to sections of the constitution outlawing Communist and totalitarian organizations from membership.

Resolutions

The convention dealt with 94 resolutions.

A number of resolutions dealt with the Apprenticeship Act and called for higher allowances for apprentices while attending

trade school, tighter enforcement of existing regulations, and the establishment of a technical training institute in Edmonton similar to the one in Calgary.

Because of lax enforcement of safety rules construction men were losing their lives needlessly, was a charge laid during discussion on safety resolutions. Delegates from Calgary and Edmonton said men laying sewers and water mains are not given proper protection in performing their dangerous tasks.

Business agent for the Edmonton Civic Workers Union, Malcolm Ainsley said antiquated regulations were to blame for four deaths in Edmonton. He said his union would press for a judicial inquiry into a cave-in accident which resulted recently in the amputation of a man's leg.

He charged that the safety department of the Workmen's Compensation Board is not enforcing existing regulations.

Patrick Lenihan, President of the Calgary Civic Workers Union, called for compulsory shoring of ditches after the depth of three feet has been reached. Other delegates opposed a proposal for inspection of all trenching and excavating jobs by each municipality. They contended this would improperly relieve the Workmen's Compensation Board of its responsibility in enforcing safety regulations.

Delegates did call for severe penalties for infractions of the Act, responsibility for adherence to the Act to be placed on the contractor in charge of the job, and the appointment of more inspectors.

Main amendments sought in the Alberta Labour Act were institution of 40-hour week with same take-home pay and union shop conditions in all plants where 66 per cent of employees vote for union security.

Members of the International Brotherhood of Electrical Workers working in the telephone field asked delegates to favour the Rand Formula. They said members of their union working for the provincial government would like to incorporate the Rand Formula in their next contract. Their efforts to win the union shop in previous negotiations had failed.

M. O. Charleton, Calgary Carpenters' Union, said the Federation should press for the union shop, which gave a greater measure of protection to employees than the Rand Formula.

A resolution that employers be required to accept a provincial government conciliation board award within 14 days of the award being handed down was referred to the new executive.

William Gray of Edmonton said he was the only member of the committee considering the resolution who would not agree to it.

"There is enough in that resolution to give the government confidence to bring in compulsory arbitration," he said. "The one thing we must protest right down to the *nth* degree is our right to go on strike."

Replying to this view, retiring AFL President Robert Scott said compulsory arbitration was not implied in the resolution. "The vast majority of strikes in Alberta in recent years have resulted from attempts to get only what the arbitration board has awarded. Labour economists tell me that this would be one of the greatest gains ever made by Labour on the North American continent."

Mr. Hampson criticized the resolution, saying it expressed the presumption that all awards by the boards would be in favour of labour. The adoption of the motion "would be one of the worst things we could do". He suggested instead that when awards are accepted, they be retroactive to the date the last contract expired.

Neil Reimer, a CLC Vice-president, said that the provincial government recognizes "company" unions, in a number of cases, through their registration under the Societies Act. A resolution was adopted asking that the Labour Act define a trade union as an "international, national, or provincial organization of employees, or a local branch chartered by and in good standing with such an organization".

One resolution asked that all contracts issued by the provincial government contain a provision that wages and conditions be fair, and in line with prevailing rates for similar work in the area.

"There is a trend on the part of some contractors to underbid on public construction and road building programs," the resolution said. "These contractors can only meet their contract obligations by using cheaper labour and unfair labour practices. This constitutes unfair business competition against fair employers."

One resolution adopted requested that no exemptions be made to the Hours of Work Act without "mutual consent of all interested parties". An Edmonton delegate said employers can be granted exemptions by the Government so often as to make the Act ineffective in many cases.

Other resolutions adopted requested that:

All employees receive federal, provincial and civic holidays without loss of pay, because many paid on an hourly basis do not receive pay for holidays.

Two subsequent calendar days a week be given over to rest. Mr. Reimer said that under the present requirements of a 24-hour rest period a week, employers could, and some do, meet this obligation and still work shift workers every day of the week by advancing them one shift weekly.

Temporary construction camps be inspected by a health officer at least once a month.

The Highway Traffic Act be amended to forbid a truck driver from operating his vehicle more than 10 hours without taking an eight-hour rest, and the Government set up registering points across the province to keep track of driving hours.

Unemployment insurance benefits be increased to 75 per cent of regular income, and contributions to the fund adjusted to make this possible, and that the Act cover all workers, whether paid hourly, weekly, monthly, or on a commission basis.

The provincial Government set up a contributory pension plan available to all workers in Alberta.

Federal old-age pensions be increased to \$75 a month, and the age be reduced to 65 years for males and 60 for females.

Other resolutions approved by the convention called for:

A compulsory auto accident insurance scheme at cost; a comprehensive provincial works program for the winter months; the elimination of property ownership requirements for any person standing for civic office; the early introduction of a comprehensive plan of national health insurance; the enactment of legislation to provide for national bargaining so that a union conducting negotiations with a chain would not be hampered by differences in provincial labour acts; the raising of the minimum wage in Alberta to at least \$1 per hour; and the establishment of a labour department with a labour minister.

Premier E. C. Manning

Premier E. C. Manning, in his address to the Federation, branded as antiquated the idea that any group could achieve worthwhile goals by looking out for themselves.

Mankind, he said, had evolved a complex society since the days when the only law was the law of the jungle. Organized labour had played an important part in this evolution and could look back with

a great deal of pride in the way they had persevered despite great obstacles.

The merger was symbolic of the interest in one's fellow man which "gave birth to organized society as we know it today". He expressed the hope that "this historic occasion in the life of the labour movement" would result in further advances for members and for the people of the province as a whole.

K. A. Pugh

K. A. Pugh, Chairman of the province's Board of Industrial Relations, noted that some workers on the 40-hour week are using the leisure time to take other employment, depriving someone else of work. "Let us be realistic. If Labour wants a 40-hour week, let Labour work a 40-hour week."

He indicated the provincial government would not be establishing the 40-hour five-day week at the present time.

Pointing out that the AFL-CIO convention recognized the desire of some unions in Canada for national autonomy, he said the day would come when many unions would disaffiliate from their parent organizations in the United States.

The Federation should look to the day when it will have its own house of labour from coast to coast, he said.

On the provincial scene, he said, the Board of Industrial Relations strives for co-operation from labour and management on the basis of being completely impartial.

Joint consultations with labour and management on the Alberta Labour Act set for the end of October would, he hoped, result in improvements in the legislation. He added that legislation is only enforceable when it is acceptable to society as a whole.

Mr. Pugh told the convention that while minimum rates of pay have not been raised to the level asked by Labour, they are the highest of any province in Canada.

Political Action

That the new federation would take an "active part in municipal, provincial and federal elections" was approved by the delegates at the concluding session of the convention.

The Federation decided to set up a provincial political action committee and urged all locals and councils to set up similar committees.

Industrial Fatalities in Canada during Second Quarter of 1956

Deaths from industrial accidents* increased by 11 from the previous three-month period. Of the 280 fatalities in second quarter, largest number, 47, occurred in mining; logging recorded 44, construction 43

There were 280⁽¹⁾ industrial fatalities in Canada in the second quarter of 1956, according to the latest reports received by the Department of Labour. This is an increase of 11 fatalities from the previous quarter, in which 269 were recorded, including 21 in a supplementary list. In the second quarter last year 335 fatalities were listed.

During the second quarter there were two accidents that resulted in the deaths of three or more persons in each case. On May 15, at Orleans, Ont., a priest, five nuns and a laywoman cook were killed when a plane crashed into a rest home operated by a religious order. In all, 15 persons lost their lives in this disaster but only those who were members of the staff of the institution are included in these statistics. At Garson Mine, Ont., three miners were crushed to death on May 16 when the roof of the mine in which they were working collapsed.

Grouped by industries (see chart p. 1265), the largest number, 47, was recorded in mining. This includes 32 in metalliferous mining, 10 in coal mining and five in non-metallic mineral mining. In April, May and June last year 38 fatalities were reported, including 22 in metalliferous mining, 11 in non-metallic mineral mining and five in coal mining. During the first quarter of this year 49 fatalities were listed: 32 in metalliferous mining, nine in non-metallic mining and eight in coal mining.

In the logging industry 44 workers died as a result of accidents during the second quarter of 1956, an increase of four from the 40 reported in the previous three months. During the second quarter last year 42 employees lost their lives in the logging industry.

Accidents in the construction industry were responsible for 43 deaths. Of these, 16 occurred in buildings and structures, 15 in highway and bridge construction and 12 in miscellaneous construction. In the same period last year 64 fatalities were recorded in this industry, including 23 in buildings and structures, 21 in highway and bridge construction and 20 in miscellaneous construction. Accidents in this industry in January, February and March 1956 accounted for a total of 40 deaths. These include 24 in buildings and structures, nine in miscellaneous construction and seven in highway and bridge construction.

During the quarter, accidents in the transportation industry were responsible for the deaths of 41 persons: 14 in steam railways, 12 in local and highway transportation and seven in water transportation. For the same period in 1955, 59 deaths were reported: 22 in steam railways, 13 in water transportation, 12 in air transportation and 11 in local and highway transportation. Work injuries in this

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

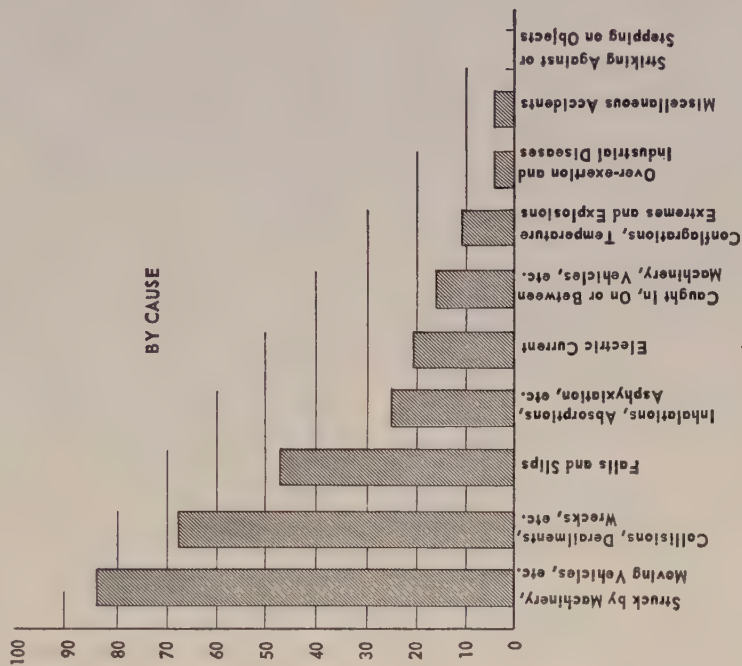
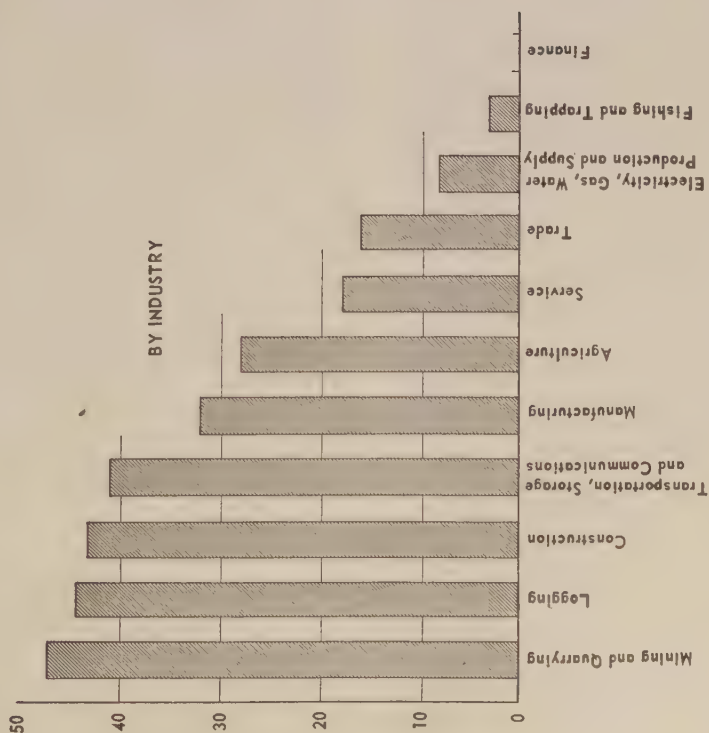
Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at back of book.

¹The number of industrial fatalities that occurred during the second quarter of 1956 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 77 fatalities for which no official reports have been received.

INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1956



Source: Economics and Research Branch, Department of Labour.

industry in the first three months of this year were responsible for 46 deaths: 24 in steam railways, 11 in local and highway transportation and eight in air transportation.

In the manufacturing group, industrial injuries accounted for 32 of the total fatalities reported. Of these, eight occurred in food and beverages, six in transportation equipment and four in wood products. In the corresponding period last year 45 fatalities were listed, including 12 in iron and steel, 11 in wood products and seven in transportation equipment. Accidents in manufacturing in the first quarter of 1956 cost the lives of 56 persons: 19 in wood products, eight in iron and steel and six in each of the food and beverages and transportation equipment groups.

There were 28 industrial fatalities in agriculture during the quarter under review, an increase of 17 from the previous three months, in which 11 were reported. During the second quarter last year acci-

dents in agriculture resulted in the deaths of 32 workers.

An analysis of the causes (see chart p. 1265) of these 280 fatalities shows that 84 (30 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by falling trees or limbs (15), miscellaneous (10), and objects being hoisted or conveyed (9). In the classification "collisions, derailments, wrecks, etc.", 68 fatalities were recorded. These included 30 as a result of automobile or truck accidents, 19 tractor or loadmobile accidents and seven involving watercraft. "Falls and slips" were responsible for 47 fatalities during the period; 46 of the falls were to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 110. In British Columbia there were 65 and in Quebec 39.

During the quarter, there were 68 fatalities in April, 125 in May and 87 in June.

Severance Pay Ruled Bar to Jobless Benefits

Receipt of severance pay was recently ruled by the Massachusetts Supreme Judicial Court to be a bar to getting state unemployment compensation, while a contrary decision with regard to similar payments was made by courts in Colorado and Oregon. The differing decisions were based partly on the difference in wording between the relevant acts of the states in question.

The Massachusetts law states that unemployment compensation may not be paid to a claimant for any week in which he receives "compensation," which is expressly defined as including severance payments, dismissal pay, or vacation allowances. The claimant in the case had received all three forms of payment.

The Colorado law states that a person is eligible for unemployment compensation for any week in which he performs no service and receives no wages. But in the definition of wages the act expressly excludes "dismissal payments which the

employer is not legally required to make". The court held that receipt of severance payments did not disqualify for unemployment compensation because such payments had been earned before discharge. In support of this view it cited the fact that severance payments were due to a former employee's survivors in case of his death.

In the Oregon case, the employer had voluntarily given severance pay to his employees when he closed down his plant. The union contract had not required him to make such payments. Although the state law disqualified a claimant for benefits "for any week with respect to which he is receiving or has received remuneration in the form of wages in lieu of notice or as a dismissal or separation allowance," the court decided that the payment made by the employer in the case was a gratuitous bonus, the receipt of which did not constitute a disqualification under the act. It was rather, the court said, a reward for years of prior service.

U.S. Employment in September Sets Record for Month

September employment in the United States, at 66,071,000, set a record for that month, the U.S. Department of Commerce has announced. There was a seasonal dip of 700,000 from the August figure.

The same seasonal forces, involving the withdrawal from the labour market of students seeking summer work, also affected unemployment totals, which in September fell to about 2,000,000, a drop of 200,000 from August.

50 Years Ago this Month

Reports of three conventions held in September show that immigration, technical education and political action were subjects of concern to labour groups. CMA called attention to shortage of skilled labour

Reports of three conventions were given in the *LABOUR GAZETTE* of October 1906. The 22nd annual convention of the Trades and Labour Congress of Canada opened at Victoria, B.C., on September 17; the fourth annual meeting of the National Trades and Labour Congress of Canada was convened at Saint John, N.B., on September 12; and the 35th annual meeting of the Canadian Manufacturers' Association began in Winnipeg on the same day as the TLC convention opened in Victoria.

It was reported that 92 delegates were entitled to sit at the TLC convention, of which 25 represented 12 Trades and Labour Councils and 66 represented 60 trade unions, with one fraternal delegate from the American Federation of Labor.

The Executive Committee's report referred, among other things, to the retirement of Canada's first Minister of Labour, Sir William Mulock, expressing regret and speaking with appreciation of his work for labour. The strike of members of the International Typographical Union for an 8-hour day was mentioned with the reminder that success of the printers would benefit every trade.

The Winnipeg Employing Printers were condemned for bringing English printers to Canada, under false representations, to act as strikebreakers.

The combined efforts of the Congress and the Canadian Manufacturers' Association to induce the Dominion Government to take up the matter of technical education were referred to, and satisfaction was expressed at the establishment of a new technical school in Toronto.

The admission of Japanese and Hindu immigrants to Canada, particularly into British Columbia, was deplored by the committee; restrictions against the entry of Chinese immigrants were recommended.

Four resolutions on the subject of an eight-hour day were adopted. One of these asked for legislation, while three sought to have the system adopted on certain government work.

The work of the Department of Labour was commended in another resolution, and

the creation of separate portfolio for a minister of labour was asked for.

Seven resolutions regarding political action were referred to the committee on resolutions, and the committee in its report recommended:

That this congress endorse the idea of sending representatives of labour to Parliament and to the local legislatures for the direct purpose of conserving the interests of the working people of this country.

In the report of the Executive Committee of the National Trades and Labour Congress of Canada to the annual meeting at Saint John, it was stated that the congress comprised more than 50 organizations with a membership exceeding 20,000.

Resolutions adopted by the meeting called upon the Government to:—

Stop the immigration of skilled mechanics, and allow only agricultural immigrants to enter the country.

Increase the duty on boots and shoes imported from the United States.

Require copies of the law against the employment of children in factories to be posted in conspicuous places.

In the report of the parliamentary committee at the convention of the Canadian Manufacturers' Association in Winnipeg it was mentioned that, in the words of the *LABOUR GAZETTE*, "it had not been necessary to oppose any demands on the part of organized labour for federal legislation".

The committee's report also said that the principle of not discriminating against competent non-union workmen had made headway.

The greatest need of manufacturers at that time, the committee said, was for skilled help, and the encouragement of the immigration of artisans and the establishment of a thorough system of technical education by the government were advocated.

The report of the technical education committee asked the Dominion Government to appoint a commission to consider the needs of the country regarding technical education and the means by which those needs could best be met.

International Labour Organization

Delegates Named to ILO Meetings

Members of Canadian delegations to Preparatory Technical Maritime Conference in London, England, and to the sixth regional conference of American state members of the ILO, at Havana, Cuba, are announced

The Canadian delegation to the Preparatory Technical Maritime Conference on the International Labour Organization in London, England, from September 19 to October 2 has been announced.

Head of the delegation and Government Delegate is Capt. G. L. C. Johnson, Assistant Chief, Nautical Division, Marine Services, Department of Transport, Ottawa. Employer Delegate is A. L. MacCallum, General Manager, Shipping Federation of Canada, Montreal, and Worker Delegate is Lloyd Abbott, Canadian Brotherhood of Railway Employees and Other Transport Workers, North Sydney, N.S.

The conference was authorized by the ILO Governing Body at its 130th session (November 1955) for the purpose of preparing for a Maritime Session of the International Labour Conference (41st session) to be held early in 1958.

The agenda of the Preparatory Conference is as follows:

1. General revision of the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949, (No. 93).
2. Engagement of seafarers through regularly established employment offices.
3. Flag transfer in relation to social conditions and safety.
4. Contents of medicine chests on board ship and medical advice by radio to ships at sea.
5. Jurisdiction over the suspension of officers' certificates of competency.
6. Reciprocal or international recognition of seafarers' national identity cards.

The conference will bring together employer, worker and government delegates from 21 countries. Invited to the London meeting are the following countries: Argentina, Australia, Belgium, Canada, Chile, China (Taiwan), Denmark, Finland, France, Greece, Federal Republic of Germany, India, Italy, Japan, Netherlands, Norway, Pakistan, Portugal, Sweden, United Kingdom, United States.

A report on jurisdiction over the suspension of ships' officers' certificates of

competency in the event of collision, prepared for the conference, deals with international and national law as to who has the right to take action affecting the certificates when ships' officers become involved in an incident of navigation.

In a draft resolution which will be considered by the conference, it is suggested that "the authorities of the state which has issued a competency certificate are alone competent to suspend or withdraw it". This principle has recently been reaffirmed by the International Law Commission in the course of its study on the law at sea.

If a state has jurisdiction over an incident of navigation and considers that action should be taken in respect to the "right to navigate of an officer certificated by another state", the resolution says that it should be left to the state issuing the certificate to decide whether to take action.

Havana Conference

Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, headed the Canadian delegation to the sixth regional conference of American state members of the ILO held in Havana September 3 to 15. Government advisers were J. D. Love of the Department's Labour-Management Research Division, Economics and Research Branch, and T. H. W. Read, Second Secretary and Consul at the Canadian Embassy, Havana.

The Employer Delegate was H. McD. Sparks, Vice-president of Industrial and Public Relations, Northern Electric Co., Limited, Montreal, and the Worker Delegate, F. W. Dowling, Vice-president in Canada of the United Packinghouse Workers of America.

The agenda was as follows:

1. Report of ILO Director General David A. Morse, outlining social aspects of the economic development of American countries; workers' education; workers'

(Continued on page 1285)



TEAMWORK in INDUSTRY

The basic idea underlying the labour-management relationship at Yarrows Limited, Esquimalt, B.C., has been expressed as follows: "No business or industrial concern can get along without new ideas, and Yarrows is no exception." At Yarrows, as at many other companies, realization of the need for a more flexible communication system between management and employees led to the establishment of a labour-management production committee. The committee is part of an over-all industrial relations program and joint consultation is one facet of the company motto, "Yarrows is a good place to work." During the past four years the labour-management committee has grown and matured considerably. It has followed a pattern of cautious hesitancy followed by a period of labour-management wariness, and then a mutual realization that co-operation through consultation is a good way to establish effective labour-management communication.

Employees and management agree that everyone concerned appreciates the possibilities the committee affords, and the extent to which it has carried out its intended functions. First, it has provided an excellent information centre, and, second, it is helping materially to consolidate labour-management relations gains in the yard.

Speaking as a management member of the committee, John Wallace, Yard Superintendent, has said that an over-all policy of good labour-management relations is essential for a business to be prosperous and profitable for all involved in its operation. And in this connection he has pointed out that the very highest calibre of labour and management representatives are needed to get the best results from the operation of a labour-management committee.

* * *

The primary objective of the works council at Richard Thomas and Baldwins Limited, England, is "to provide a means of joint consultation by management and work people of the various problems that arise in the day-to-day running of the plant, in order to increase the efficiency of production".

Joint consultation through a labour-management committee has proved helpful in improving relations and obtaining a greater degree of co-operation at Eastern Steel Products Limited, Preston, Ont. This committee was formed as the result of an agreement between Local 2904, United Steelworkers of America, and the company.

The direct outcome of this agreement has been seen in improved understanding of plant problems and closer labour-management co-operation.

Particularly notable is the committee's encouragement of employees' suggestions and ideas. These have generally helped to improve operating methods in the plant, and have ranged through all phases of production. As a result, there have been better handling and savings in materials, reduced machinery time, and other improvements.

* * *

The Winnipeg plant of Drewrys Limited has recently been awarded the annual Dominion Brewers' Association Safety Award for the greatest safety record improvement among Canada's larger breweries.

The plant has a comprehensive labour-management safety program operated through a plant safety committee which meets each month.

Speaking of the plant's achievement in winning the safety shield, Assistant Manager R. R. Fultz has said: "They (the safety committee) also set a fine example in the plant to other employees, and because membership in the committee is turned over annually, in a few years we will have a great many employees who have served on the safety committee."

In recognition of the award, a special luncheon was held at the plant and the shield was presented to the chairman of the safety committee by the plant manager, who expressed his "personal appreciation, not only to the safety committee but to every member of the staff, as without the co-operation of everyone the winning of the award would have been impossible".

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued seven certificates designating bargaining agents, rejected three applications for certification and ordered three representation votes. During the month, the Board received nine applications for certification and allowed the withdrawal of four applications.

Applications for Certification Granted

1. National Association of Marine Engineers of Canada, Inc., District No. 4, on behalf of a unit of marine engineers employed by the Northern Transportation Company Limited, Edmonton, throughout the MacKenzie River watershed (L.G., Sept., p. 1134).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Cadwell Marine Limited, Niagara Falls, Ont., employed aboard the dredge *C. W. Cadwell* (L.G., Sept., p. 1134).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees employed by The Valley Camp Coal Company of Canada, Limited, Toronto, aboard the vessel *SS Valley Camp* (L.G., Sept., p. 1135).

4. International Association of Machinists, on behalf of a unit of equipment maintenance and warehouse and stores department employees of Quebec North Shore and Labrador Railway Company, Sept-Îles, Que. (L.G., Sept., p. 1135).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of the Packers Steamship Company Limited, Vancouver, employed aboard vessels while engaged in the freight service operations of the Company (see below).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees employed by Shell Canadian Tankers, Limited, Toronto, aboard the vessel *MV Western Shell* (see below).

7. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by the Quebec and Ontario

Transportation Company Limited, Montreal, aboard vessels operated by the Company (see below).

Applications Rejected

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen Helpers of America, Local No. 514, applicant, and John F. Phair, mail contractor, Edmonton, Alta., respondent. The application was rejected for the reason that the Board considered that the persons who constituted the proposed bargaining unit were subcontractors and were not employees of the respondent within the meaning of the Industrial Relations and Disputes Investigation Act and that, therefore, the Board had no jurisdiction to deal with the application (L.G., May, p. 540).

2. International Longshoremen's and Warehousemen's Union, Local 503, applicant, and the Elk Falls Company Limited, Duncan Bay, Vancouver Island, B.C., respondent. The application was rejected because the proposed unit was not considered by the Board to be appropriate for collective bargaining (L.G., Sept., p. 1134).

3. Seafarers' International Union of North America, Canadian District, applicant, and Eastboard Shipping Limited, Toronto, respondent. The application was rejected because the applicant did not have a majority of the employees in the proposed bargaining unit as members in good standing (see below).

Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, and the Western Ontario Broadcasting Company Limited, Windsor, Ont., respondent (L.G., June, p. 683). (Returning Officer: F. J. Ainsborough).

2. Seafarers' International Union of North America, Canadian District, applicant, and the Hamilton Tug Boat Com-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

pany, Limited, Hamilton, Ont., respondent (L.G., Aug., p. 1024). (Returning Officer: H. Perkins).

3. Seafarers' International Union of North America, Canadian District, applicant, and the Canadian Pacific Railway Company (SS *Assiniboia* and SS *Keewatin*), respondent (see below). (Returning Officer: F. J. Ainsborough).

Applications Withdrawn

1. Seafarers' International Union of North America, Canadian District, applicant, and the Federal Commerce and Navigation Company Limited, Montreal, respondent (L.G., Sept., p. 1134).

2. Oil, Chemical and Atomic Workers' International Union, applicant, and Harbour Services Limited, Vancouver, respondent (L.G., Sept., p. 1135).

3. Oil, Chemical and Atomic Workers' International Union, applicant, and Pacific Tanker Company, Limited, Vancouver, respondent (L.G., Sept., p. 1135).

4. Seafarers' International Union of North America, Canadian District, applicant, and Marine Industries Limited, Montreal, respondent (L.G., Sept., p. 1136).

Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Canadian Pacific Railway Company, employed aboard the vessels SS *Assiniboia* and SS *Keewatin* (Investigating Officer: C. E. Poirier) (see above).

2. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed employees employed

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

by Eastboard Shipping Limited, Montreal, aboard the vessel SS *Eastide* (Investigating Officer: F. J. Ainsborough (see above)).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Northland Navigation Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Packers Steamship Company Limited, Vancouver (Investigating Officer: D. S. Tysoe) (see above).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Shell Canadian Tankers, Limited, Toronto, employed aboard MV *Western Shell* (Investigating Officer: D. S. Tysoe) (see above).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Quebec and Ontario Transportation Company Limited, Montreal (Investigating Officer: C. E. Poirier) (see above).

7. Transport Drivers, Warehousemen and Helpers' Union, Local 106, on behalf of a unit of employees of Motorways (Quebec) Limited, Montreal (Investigating Officer: R. Trépanier).

8. Transport Drivers, Warehousemen and Helpers' Union, Local 106, on behalf of a unit of employees of Hill the Mover (Canada) Limited, Montreal (Investigating Officer: R. Trépanier).

9. Building Service Employees' International Union, Local 298, on behalf of a unit of cleaners employed by J. Herve Ravary, contractor, in the cleaning of buildings of the Canadian Broadcasting Corporation in Montreal (Investigating Officer: C. E. Poirier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation, and Canadian Wire Service Guild (Local 213, American Newspaper Guild) (Conciliation Officer: F. J. Ainsborough).

2. Vancouver Hotel Company (Canadian National Railways-Canadian Pacific Railway Company), and International Union of Operating Engineers, Local 882; International Association of Machinists, Local 692; United Association of the Plumbing and Pipefitting Industry, Local 170; International Brotherhood of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie).

3. Dominion Coal Company Limited, Sydney, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove).

4. Radio Saguenay Limited (Station CKRS), Jonquiere, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

5. Canada Steamship Lines Limited (Montreal Terminals), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

6. Minshull Storage and Van Lines, Halifax, and International Brotherhood of

Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 927 (Conciliation Officer: D. T. Cochrane).

7. Canadian Broadcasting Corporation (maintenance employees), and Association of Radio and Television Employees of Canada (Conciliation Officer: Bernard Wilson).

Settlements Reported by Conciliation Officers

1. Atomic Energy of Canada Limited, Chalk River, and American Federation of Technical Engineers, Local 167 (Conciliation Officer: H. Perkins) (L.G., Sept., p. 1136).

2. British Columbia Telephone Company, and the Federation of Telephone Workers of British Columbia (clerical division) (Conciliation Officer: G. R. Currie) (L.G., Sept., p. 1136).

3. Canadian Broadcasting Corporation (maintenance employees), and Association of Radio and Television Employees of Canada (Conciliation Officer: Bernard Wilson) (see above).

Conciliation Boards Appointed

1. Shawinigan Falls Broadcasting Company Limited, and St. Maurice Radio Employees' Union (Conciliation Officer: R. Trépanier) (L.G., June, p. 684).

2. Saguenay Terminals Limited, Port Alfred, and the National Syndicate of

Salaried Employees of Saguenay Terminals Limited (Conciliation Officer: R. Trépanier) (L.G., Aug., p. 1025).

3. Dominion Coal Company Limited, Sydney, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove) (see above).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (L.G., Aug., p. 1025), was fully constituted in August with the appointment of the Hon. Mr. Justice J. Alfred Dion as Chairman. Mr. Justice Dion was appointed by the Minister on the joint recommendation of the other two members, Bernard Sarrazin, Montreal, and Marcel Pepin, Quebec, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in July to deal with the matters in dispute between the Eastern Canada Stevedoring Company Limited, Halifax, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1025) was fully constituted in August with the appointment of His Honour Judge J. C. Reynolds, Kingston, as Chairman. Judge Reynolds was appointed by the Minister in the absence of a joint recommendation from the other two members, K. A. Wilson, QC, and Dr. J. Weldon, both of Montreal, who were previously appointed on the nomination of the Company and the Brotherhood respectively.

3. The Board of Conciliation and Investigation established in August to deal with matters in dispute between Saguenay Terminals Limited, Port Alfred, and the National Syndicate of Salaried Employees of Saguenay Terminals Limited (L.G., Aug., p. 1025) was fully constituted in August with the appointment of the Hon. Mr. Justice J. Alfred Dion as Chairman. Mr. Justice Dion was appointed by the Minister on the joint recommendation of the other two members, Bernard Sarrazin, Montreal, and Marcel Pepin, Quebec, who were previously appointed on the nomination of the company and union respectively.

Board Reports Received during Month

1. La Tribune Ltée. (Radio Station CHLT), Sherbrooke, and Sherbrooke Printing Trades, Inc. (L.G., Apr., p. 415). The text of the report is reproduced below.

2. Canadian Pacific Railway Company, and Brotherhood of Railway Trainmen ((1) Yardmasters, Eastern, Prairie and Pacific Regions; (2) Yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) Conductors, baggagemen and brakemen, Eastern Region; (4) Conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) Yard foremen, helpers and switchtenders, Pacific and Prairie Regions) (L.G., June, p. 685). The text of the report is reproduced below.

3. Canadian Pacific Railway Company (dining, cafe and buffet car employees), and Brotherhood of Railway Trainmen (L.G., May, p. 541). The text of the report is reproduced below.

Settlement Following Board Procedure

1. Canadian Pacific Railway Company, and Brotherhood of Railway Trainmen ((1) Yardmasters, Eastern, Prairie and Pacific Regions; (2) Yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) Conductors, baggagemen and brakemen, Eastern Region; (4) Conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) Yard foremen, helpers and switchtenders, Pacific and Prairie Regions) (L.G., June, p. 685).

2. Canadian Pacific Railway Company (dining, cafe and buffet car employees) and Brotherhood of Railway Trainmen (L.G., May, p. 541).

3. Canadian National Railways, and Brotherhood of Railway Trainmen ((1) Yardmasters and assistant yardmasters, Atlantic, Central and Western Regions, except yardmasters on former government railways south of the St. Lawrence River; (2) Yardmasters, former Canadian government railways south of St. Lawrence River, yard foremen, helpers and switchtenders, Atlantic and Central Regions combined yard service; (3) Conductors, assistant conductors, train baggagemen, and trainmen, Atlantic and Central Regions; (4) Express messengers on Newfoundland Division, Atlantic Region; (5) Conductors, Western Region; (6) Baggage-men, flagmen and trainmen, Western Region; (7) Freight Handlers, LCL service, Western Region; (8) Yard foremen, helpers and switchtenders, Western Region) (L.G., July, p. 855).

4. Quebec Paper Sales and Transportation Company Limited, Donnacona, and National Association of Marine Engineers of Canada, Inc. (L.G., May, p. 541).

Strike Following Board Procedure

1. Quebec Paper Sales and Transportation Company Limited, Donnacona, and Seafarers' International Union of North America, Canadian District (L.G., Apr., p. 415).

2. Oka Sand and Gravel, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 77).

Settlement Following Strike Action

1. Quebec Paper Sales and Transportation Company Limited, Donnacona, and Seafarers' International Union of North America, Canadian District (see above).

Industrial Inquiry Commission Appointed

1. In August, the Minister appointed Mr. Justice Paul E. Côté as an Industrial Inquiry Commission to mediate the issues in dispute between the Oka Sand and Gravel, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (see above).

Report of Board in Dispute between

La Tribune Limited (Radio Station CHLT)

and

Sherbrooke Printing Trades Syndicate

Following a dispute which occurred between the parties mentioned above, you set up a Board of Conciliation and Investigation to settle this dispute.

The persons appointed by you as members of this Board took their oath of office before Mr. L. P. Desroches, Commissioner of the Sherbrooke Superior Court, on May 2, 1956.

We wish to submit to you the following report in connection with this dispute.

In spite of the diligence of the members of your Board, it has not been possible to submit a report to you any sooner, because of circumstances beyond our control, especially because the Chairman of the Board had to sit regularly in Magistrate's Court during the months of May, June and July, and since it was rather difficult to hold meetings more often in view of the engagements of the Chairman and the other members of the Board.

At our request, however, you granted extensions of the time allowed until the 15th of August.

We held eleven meetings—for the swearing in of the members of the Board, for study of the file, for hearing of the witnesses, to hear the representatives of the parties to the dispute, to discuss the whole matter and to draw up the present report.

Your Board's mandate dealt with the renewal of the collective agreement in force from January 1, 1955, to December

31, 1955, following notice given by the Syndicate that it intended to ask for certain amendments to the said agreement.

In addition to the points at issue mentioned in the report of Mr. R. Trépanier, conciliation officer, the discussion dealt with various other questions concerning which it appeared, during our sittings, that the parties were not in agreement. We feel that we should give a brief account of the respective positions of the two parties during the discussions.

The union party asked for the following amendments to the old agreement:—

(a) *Union Security*: A modified union shop clause with voluntary, irrevocable check-off for the lifetime of the agreement.

(b) *40-hour Week*: Reduction of the hours of work from 44 hours to 40 hours

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Sherbrooke Printing Trades Syndicate and La Tribune Limited (Radio Station CHLT), Sherbrooke.

The Board was under the Chairmanship of His Honour Judge Honorius Michaud, Sorel, Que., who was appointed by the Minister on the joint recommendation of the other two members, Arthur Matteau, Montreal, and Florent Hebert, Sherbrooke, nominees of the company and union respectively.

The text of the report is reproduced here.

per week, with wages of \$1.50 an hour for overtime work by technicians.

(c) *Increase in Wages*: The original request was for an increase of \$10 a week for technicians and \$15 a week for announcers. However, the request made to our Board was for only \$2.50 a week for the first year of the duration of the new agreement, that is from January 1, 1956, to January 1, 1957, and for a further \$2.50 for 1957. In view of the time which had elapsed since the expiration of the old agreement, the Syndicate asked that this increase be made retroactive to January 1, 1956, without prejudice to the statutory increases established by the old agreement.

(d) *Duration of the Agreement*: The Syndicate asked for a two-year agreement.

(e) *On all other points* the Syndicate requested the maintenance of the clauses of the old agreement and their extension to all categories of employees mentioned in the certification issued on June 25, 1954, instead of limiting them to announcers and technicians, who alone were covered by the old agreement.

The employer's party presented two draft collective agreements to the Board. The first draft, submitted to the Board at its meeting on June 1, 1956, was used as a basis for the various attempts at mediation made by the Board with regard to the two parties. Finally, when these attempts had proved unsuccessful and the employer had refused to agree to a draft submitted by the Board, the employer, through its attorneys, sent the Board, on July 25, 1956, the final draft suggested for its employees:

(a) *Union Security*: Refusal of the employer to accept the modified union shop and the check-off clauses suggested by the Syndicate. The employer abides by Clause No. 7 of the old contract—that is maintenance of membership.

(b) *40-hour Week*: This union request for a reduction of the work week from 44 hours to 40 hours was refused by the employer.

(c) *Increase in Wages*: In a general way, the employer agreed to grant an increase of \$2.50 a week from July 1, 1956, to July 1, 1957, and a further increase of \$2.50 starting on July 1, 1957. It was opposed, however, to the maintenance of the former graduated scale providing for statutory increases in accordance with the number of years' service of the employees. It advocated the establishment of a basic scale setting the minimum wage for each category of employees.

(d) *Paid Sick Leave*: In its last draft, the employer wished to change the system

in effect under the old agreement which provided for payment of full wages for a period of three months to each employee, announcer or technician, in service for more than six months. It suggested granting each regular employee with more than six months' service a credit of one day, to be called sick leave, for each complete month of service, starting on the day on which the new agreement would come into effect, with a maximum of twelve days per year. With regard to this question, the Syndicate asked for maintenance of the *status quo*, i.e. three months' wages in time of illness.

(e) *Annual Vacations*: In connection with this point the employer suggested changing the clause in the old agreement by doing away with the extra holiday granted every two months, in addition to the annual vacation, to announcers and technicians with a year's service. The Syndicate opposed this change and asked for the maintenance of this privilege recognized by the old agreement; it even asked that these extra holidays be added to the annual vacation period instead of being taken in each two-month period. The employer agreed, however, to grant a day's holiday for each month's service, by way of vacation, to each employee in service for less than a year.

(f) *Duration of the Agreement*: The employer declared itself ready to sign the new agreement for a duration of two years.

Recommendations of the Board

Having heard the parties and their authorized representatives, examined the documentary evidence submitted, and conferred, in mediation sittings, with each of the parties in an attempt to bring them to agree to reciprocal concessions of such a nature as to conciliate their respective points of view, your Board considers it fair and just to make the following recommendations concerning each of the questions at issue.

1. Union Security and Check-Off

With regard to these questions the parties adopted diametrically opposed attitudes at the very first meetings of the Board.

The old agreement had only a simple clause for maintenance of membership as a condition of maintenance of employment for the duration of the agreement.

The union request, for the new agreement, provided for a modified union shop clause and a voluntary, irrevocable check-off clause.

The employer was formally opposed to these two requests and asked for the maintenance of the *status quo*.

In view of the determination of the parties not to make any concessions with regard to this question, the Chairman of your Board felt that he should intervene as mediator. At an interview with two of the officers of La Tribune Ltée, the latter had agreed verbally to the modified union shop clause, but when your Board subsequently submitted a draft agreement containing such a clause, they refused to accept it.

Because of this refusal, the employer's representative, Mr. Arthur Matteau, and the Chairman of the Board are of the opinion that this type of union security should not be recommended, but that it would be preferable, for the time being, for the union party to make a concession on this point, in order not to make the misunderstanding between the parties worse.

The majority recommendation of your Board, Mr. Florent Hébert, union arbitrator, dissenting on this point, is maintenance of the old union security clause, which reads as follows:

All present members of the Syndicate and all who become members in future must retain their membership for the duration of this agreement as a condition of employment.

As a counterpart to this concession which we recommend to the union party, the members of the Board are unanimous in recognizing the fact that the voluntary, irrevocable check-off for the duration of the agreement is a legitimate request. It is evident that the modified union shop clause is more effective in consolidating union members when there is acquiescence on the part of the employer, but under present circumstances the check-off will contribute appreciably to this consolidation. Such a check-off, freely agreed to by the employees who are members of the Syndicate, cannot be in any way prejudicial to the employer.

We unanimously recommend the adoption of the following clause:

Union Check-Off:

On presentation of a duly signed authorization, the Employer agrees to deduct monthly from the first pay of each employee who has signed the said authorization the amount of the monthly union dues and to remit this amount monthly to the treasurer of the Syndicate.

2. Hours of Work

The union request was for a reduction of the hours of work from 44 to 40 hours

a week for technicians and announcers, with payment of overtime at the rate of \$1.50 an hour.

The evidence showed that, in a general way, the employees in these categories, whose wages are paid on a weekly basis, did not work more than 40 hours per week, although sometimes their services may be required outside of regular hours for certain special broadcasts, so that, in exceptional cases, the number of hours' work may exceed 40 hours per week.

The employer is opposed to the 40-hour week because he does not want to be obliged to pay additional wages in these exceptional cases at the required rate of \$1.50 an hour.

As the hours worked by these employees do not regularly exceed 40 per week, but are often less, we are of the opinion that this affords compensation and that there are no grounds for obliging the employer to pay such overtime by reducing the work week from 44 to 40 hours.

Moreover, in the old agreement, a certain compensation was granted to announcers and technicians, since they were allowed an extra whole day off every two months.

We therefore unanimously recommend the maintenance of the existing situation, provided this extra holiday is maintained, as we suggest, moreover, in dealing with annual vacations.

Section 5 of the old agreement should, in our opinion, be inserted again, without change, in the future labour agreement.

3. Wages

The old agreement specified the wages of only two categories of employees: technicians and announcers. The scales established provided an annual statutory increase according to the number of years' service of these employees.

The employer has no objection to an increase in the minimum or basic wage, but he objects to the maintenance of statutory increases based solely on the number of years' service without taking into account the increase in skill, which does not always correspond to the number of years' service.

We believe that a scale which graduates wages in terms of the number of years only and which calls for automatic increases is based on a principle which does not always do justice to both parties.

To oblige the employer to increase the wages of his employee solely because the latter has been so many months or so many years in his service does not seem fair to us. This system may, moreover, be prejudicial to the employee by exposing

him to dismissal on the pretext that the increase in his skill does not correspond to the statutory increase provided by a graduated scale, which would automatically bind the employer.

It is better, we believe, to leave it to private bargaining to adjust wages properly to the skill of each employee, rather than imposing an automatic adjustment which might be prejudicial, according to the case, to one or other of the parties.

However, the rights acquired by the action of the preceding labour agreement should be respected, and the hopes resulting from the application of the former graduated wage scale should not be frustrated, even during the bargaining period elapsed from December 31, 1955, until the signing of the next agreement.

We therefore feel that we should unanimously recommend, while doing away with the graduated scale in future, that the statutory increases provided for in Appendix "A" to the old agreement apply to employees who would have benefited by them since the opening of bargaining, without prejudice to the new increases agreed to by the employer.

In addition to this single point which has remained at issue, the parties have agreed to establish a new basic schedule and to set the general increase for each of the two years of the duration of the future agreement.

We therefore unanimously recommend the adoption of the following clause concerning wages:

Salaries:

All employees who have completed their particular training period in accordance with the provisions of Section 4 of this agreement shall be subject to the following minimum salary scale for each classification:

Announcers—	A Week
(male)	\$50
(female)	40
Operators and Transmitter Operators	40
Continuity Editors (editors and news writers and commentators)—	
(male)	45
(female)	40
Record Librarians—	
(male)	40
(female)	35
Typists and clerks.....	25

(a) All salaries of present employees carrying out one of the duties listed in the scale given above which are lower than the rates in this scale shall be adjusted to the rates listed in the said scale, as of July 1, 1956.

(b) It is understood that employees now receiving a higher salary than that set in the above-mentioned scale shall not on that

account suffer any reduction in salary, the said salary being considered as the minimum.

(c) The salaries of all employees hired before January 1, 1956, and still in the service of the employer when this agreement comes into effect, shall be increased by \$2.50 a week, starting on July 1, 1956, with the exception of the following cases:

- (1) those whose salaries are actually increased by at least \$2.50 by the application of the new schedule.
- (2) those to whom the employer has already granted, since January 1, 1956, an increase of at least \$2.50 a week other than the statutory increase provided in Appendix "A" of the old agreement.
- (3) those whose weekly salaries exceeded \$60 before the coming into effect of this agreement.

Moreover, a general increase of \$2.50 a week shall come into effect on July 1, 1957, for the second year of the duration of the agreement, in the case of every regular employee who has at least three months of continuous service on that date.

(d) When fees are assigned by sponsors for commercial contracts so that they may be certain of having the services of an announcer known to the public and with some special talent, the minimum fees shall be as follows:

5-minute broadcast.....	\$ 2.00
10-minute broadcast.....	3.00
15-minute broadcast.....	5.00
30-minute broadcast.....	8.00
60-minute broadcast.....	15.00

4. Paid Sick Leave

According to the old agreement, the employer was obliged to pay full wages for a period of three months in the case of the illness of an employee who was a member of the Syndicate and had been employed for at least six months, it being agreed that the sick employee's fellow-workers should, in his absence, do his work in his place, to the satisfaction of the employer.

The employer wishes to change this system and to grant each regular employee with more than six months' service one day's credit for each complete month of service, starting at the coming into effect of the new agreement, with a maximum of twelve days per year.

The employer's representatives claimed that this clause of the old contract had been imposed upon them against their will, as the result of a certain amount of pressure, but this was denied by the union party.

No evidence on this point was presented to your Board. Neither was any attempt made to establish the fact that the application of this clause had given rise, in the past, to abuses on the part of the employees, or even that the employer had had to pay three months' wages to any employee on account of illness. The

Syndicate, on its part, formally opposes the discontinuance of this privilege.

The following is the unanimous opinion of the members of the Board on the subject.

Although the clause allowing three months' paid leave in case of illness may in principle seem onerous to the employer, it is attenuated by the condition that the sick employee's colleagues must, in his absence, do his work in his place, to the satisfaction of the employer. There is some compensation in this, for, in practice, it is not the employer who is called upon to bear the additional expense, but the employees themselves who must, by additional work, not specially paid for, make up for the absence of a sick fellow-worker.

In order to maintain this clause, the union party invokes in particular the prejudice to the rights, acquired under the old agreement in favour of announcers and technicians (*i.e.* operators and transmitter operators). The union arbitrator considers that he cannot make any concession on this point, in view of the absence of evidence of abuse on the part of these employees and of real prejudices with regard to the employer. The adoption of the system suggested by the employer would cause old employees to lose protection which was previously guaranteed them and would assure them in return of only one day's sick leave credit per month, starting at the coming into effect of the new agreement, with a maximum of twelve days per year, which would not accumulate from year to year in case an employee should not have occasion to use his sick leave during the year.

With regard to this question, we consider it fair to recommend maintenance of the *status quo* in favour of the two categories of employees, announcers and technicians, who were covered by the old agreement. For these cases, the agreement obliging the sick employee's fellow-workers to replace him during his absence and to do his work, to the satisfaction of the employer, should also be continued.

As for the other categories of employees, it would be reasonable to apply the new system advocated by the employer, changing it to make it more generous.

We believe that twelve days' sick leave during a contractual year is an insufficient maximum. We consider that the credit of one day per month of service should accumulate from year to year up to sixty days, so as to make the total duration of sick leave variable according to the number of years' service of an employee. It is reasonable that an employee who

becomes ill, say for example after two or three years' continuous service without illness, should be able to benefit by a longer holiday, that is 24 days or 36 days as the case may be, than an employee who has been in service for six months or a year, who would be entitled only to six or twelve days' leave.

We are limiting the maximum period of sick leave to sixty days instead of ninety, as provided for announcers and technicians, since in this case the sick leave paid for by the employer will not be made up for by work on the part of the sick employee's colleagues.

We therefore recommend that the last sentence of subsection (e) of Section 12 of the employer's draft—"However, the number of days' illness shall not exceed twelve days in a contractual year."—be replaced by the following: "However, the number of days' sick leave shall not exceed a maximum of sixty days."

The employer's arbitrator, although he does not approve in principle of the accumulation of sick leave, does not express any official dissent with regard to this question and feels that he should concur in the opinion of the other members of the Board, since the system established by the old agreement favoured the employees more than the one we are recommending by way of compromise, as being likely to gain the adherence of both parties.

5. Annual Vacations

The divergence of views of the parties concerning this question has to do with the discontinuance of the additional day's holiday granted every two months, by the former agreement, to announcers and technicians. This holiday was compensation for the overtime which these employees were called upon to work on the occasion of special radio broadcasts, without receiving any additional pay.

Since your Board has already refused to reduce the number of hours worked per week, thus sparing the employer from having to pay overtime at the rate of \$1.50 an hour, according to the union request, we unanimously recommend that this additional holiday be maintained.

As for the time when these holidays should be taken, we suggest that those concerned come to an understanding and decide in each case whether this holiday will actually be taken every two months or whether it should be added to the annual vacation period.

The employer also agreed to grant one day's vacation per month of continuous service to every employee whose hiring goes back to less than a year.

We therefore recommend that a special provision be included in the "Annual Vacations" section to cover this case.

6. Final Settlement of Grievances

In the draft agreement suggested to the parties by the Board, we had included a special paragraph providing for the final settlement of any dispute resulting from the interpretation or violation of the agreement, in conformity with the provisions of Section 19 of the Industrial Relations and Disputes Investigation Act (R.S. 1952, Chap. 152).

As this provision of the Act is not optional, but obligatory, we recommend that the parties include the following text in that section of the future agreement which concerns the procedure for the settlement of grievances:

Any unanimous or majority decision of a Board of Conciliation concerning points in dispute mentioned in this agreement shall be final and binding on both parties.

To the list of grievance cases (Sec. 12, Para. 1) should also be added that of suspension of a regular employee.

7. Duration of the Agreement

In view of the agreement between the parties, we unanimously recommend that the next collective agreement be for two years, starting on July 1, 1956. The parties have also agreed that the wage increases and other advantages mentioned in the collective agreement should come into effect on and be retroactive to July 1, 1956, in the case of regular employees still in the service of the employer on the date on which the agreement is signed.

All of which is respectfully submitted.

(Sgd.) HONORIUS MICHAUD,
Chairman.

(Sgd.) ARTHUR MATTEAU,
Member.

(Sgd.) FLORENT HÉBERT,
Member.

Report of Board in Dispute between

Canadian Pacific Railway Company

and

Brotherhood of Railroad Trainmen

Your Conciliation Board appointed in the above matter, consisting of His Honour Judge J. C. Anderson, Belleville, Ontario; the Hon. Senator A. W. Roebuck, QC, Toronto, and Mr. John William Long, QC, Barrister, Montreal, met at the City of Belleville on the 9th day of June 1956, to arrange the order of hearings and the sittings of the Board, and following this meeting your Board met the parties at the City of Montreal, Quebec, on July 23, and at the City of Ottawa on July 25, 26, 27, and on August 1, 2, 8, 9, 10 and 11.

At these sittings, the evidence, the full submissions and the arguments of the parties were heard dealing with all matters in dispute which were referred to the Board. Following the formal submissions the Board met the parties in further discussions and negotiations. The parties were represented as follows:—

For the Company:

S. M. Gossage, Manager Labour Relations;

J. Shepp, Superintendent, Vancouver;

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company concerning conclusion of collective agreements affecting the following groups of employees: (1) Yardmasters, Eastern, Prairie and Pacific Regions; (2) Yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) Conductors, baggagemen and brakemen, Eastern Region; (4) Conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) Yard foremen, helpers and switchtenders, Pacific and Prairie Regions.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, John W. Long, QC, Montreal, and the Hon. Arthur W. Roebuck, Toronto, nominees of the Company and Brotherhood respectively.

The text of the unanimous report is reproduced here.

A. M. Hand, Assistant Manager Labour Relations;
G. Wahmsley, Special Representative, Winnipeg;
J. Pearson, Assistant Solicitor, Montreal.

For the Brotherhood:

A. J. Kelly, Chairman;
D. Paltiel, Statistician;
L. C. Malone, Vice-Chairman;
C. W. Stanley, Statistician;
R. Bailey, Assistant Statistician.

Members:

W. G. McGregor;
G. S. Gale;
L. E. Baker;
W. P. Kelly;
C. E. McClelland.

Your Board, having carefully weighed the evidence and submissions of the parties with due consideration for what was said during the subsequent negotiations, now unanimously recommends as follows:

The agreement between the parties which was opened for revision on the thirty-first day of March 1956, be renewed for a term of twenty-six months, until the thirty-first day of May 1958, subject to the following amendments—

(1) All wage rates, applicable to miles, hours, overtime, arbitraries and special allowances, be increased by 7 per cent effective April 1, 1956, and by a further 5 per cent effective June 1, 1957, both increases on rates in effect on March 31, 1956; provided, however, that \$4.25 per month per employee, included in these increases subsequent to January 1, 1957, be in lieu of health and welfare benefits.

(2) Effective September 1, 1956, basic rates in all train service, other than passenger, be increased according to the maximum number of cars, including caboose, hauled in trains at any one time on a road trip anywhere between initial starting point and point of final release as follows:

81-100 cars, 20 cents per day, adding
20 cents for each additional block of
20 cars or portion thereof.

(3) Effective September 1, 1956, assignments operating on a turnaround basis, having a radius not exceeding 30 miles, be classified and assigned as Road Switcher Service; rate of pay for trainmen assigned to such service to be \$2 above the basic daily rate for way freight service.

Trainmen assigned to Road Switcher Service may be run in and out and through their regular assigned terminals, without regard for rules defining completion of

trips; time to be computed continuously from time required to report for duty until released from duty at home terminal, subject to basic day and overtime provisions applicable to freight service.

(4) The Prairie and Pacific Regions agreement shall be revised to include, with effect from September 1, 1956, Article 5(a) and (b) of the Eastern Region agreement covering Consist of Crews—passenger train service.

(5) Effective January 1, 1957, 6 per cent be added to vacation rates applicable to employees in road service.

(6) Statutory holidays—Effective January 1, 1957, all regularly assigned yardmen, switchtenders and car retarder operators shall receive 8 hours' pay at *pro rata* rate for each holiday hereafter specified provided it does not fall on their assigned days off or during their vacation period. If required to work on any such specified holiday they shall receive pay for work performed in accordance with regular schedule provisions in addition to the day's pay specified above. An employee whose assignment requires him to work on such specified holiday and who fails to fulfil his assignment shall not receive any pay on account of such holiday.

Work done on shifts commencing between 12.00 midnight and 11.59 p.m., both inclusive, on the specified holiday shall be considered as work on the specified holiday.

The specified holidays referred to are:

New Year's Day
Good Friday
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day

provided that when any of the above holidays fall on Sunday the day substituted by the Federal Government shall be observed.

Spare yardmen, switchtenders and car retarder operators required to work on any of the specified holidays shall be paid in accordance with regular schedule provisions and shall receive in addition 8 hours' pay at *pro rata* rates.

(7) Note 1 of Rule 3 of the Eastern Region agreement shall be included in the Prairie and Pacific Regions Agreement with the addition of the following words—
and present individual arrangements be maintained except by mutual agreement by the appropriate officers of the Company and the General Chairman.

which means that existing arrangements which have developed at individual locations in applying the provisions of the

yard starting time rule will not, except as otherwise provided, be protested or disturbed by either party.

(8) Through or way freight crews on the Prairie and Pacific Regions required to switch industries that are now located at the following points:

Jumping Pound
Cheviot
Cousins

shall be paid for such service on the basis of a rule worded as follows:

Miles or hours made when engine is run more than one mile off main track will be paid at way freight rates and such miles or hours will be paid in addition to the mileage of the trip.

Work performed on such spurs shall not be considered in application of conversion rule to trip as a whole and payment of way freight rates shall be confined to service performed on the spur unless conversion rule is otherwise applicable to trip as a whole.

This rule will also apply to any work required on spurs subsequently constructed of over one mile in length.

Local agreements now in effect which provide for the servicing of industries located on spurs of over one mile in length will not be affected by this provision.

Branch lines at present recognized in the time table as subdivisions are not to be considered to be industrial spurs.

(9) Other rules proposed by either party to be subject to negotiations, but not to stand in the way of a settlement. The effective date of such rule changes to be determined by the negotiations with the provision that they be subject to further revision, if desired, on this general agreement becoming open for revision.

It is the Board's sincere hope that the recommendations above set forth will be accepted by the parties and be implemented by the execution of an agreement expressed in appropriate language.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) A. W. ROEBUCK,
Member.

(Sgd.) J. W. LONG,
Member.

Dated at Ottawa this 14th day of August, 1956.

Report of Board in Dispute between

Canadian Pacific Railway Company, (Dining Cafe and Buffet Car Employees)

and

Brotherhood of Railroad Trainmen

Pursuant to your appointment the Board met with the parties in Toronto on June 13, 14, 15 and 16, and we are pleased to report that a settlement of all matters in dispute was effected.

We desire to express our appreciation to Mr. T. A. James, Manager of the Sleeping, Dining and Parlour Cars and News Service of the Company, and to Mr. Cecil Burningham, General Chairman of the Railroad Trainmen (Dining Car Service Employees) for their able presentations, and for their co-operation with the members of the Board.

All of which is respectfully submitted.

(Sgd.) J. C. REYNOLDS,
Chairman.

(Sgd.) J. ALLEN CARR,
Member.

(Sgd.) H. BROOKE BELL,
Member.

Dated this 5th day of July A.D. 1956.

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company (dining, cafe and buffet car employees) and the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge J. C. Reynolds, Kingston, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, H. Brooke Bell, QC, Toronto, and J. Allen Carr, Vancouver, nominees of the Company and Brotherhood respectively.

The text of the unanimous report is reproduced here.

Canadian Railway Board of Adjustment

The Canadian Railway Board of Adjustment No. 1 has released its decision in a case heard June 12, 1956, concerning the demotion of a freight train conductor to the status of brakeman, with loss of the privilege of future promotion to the position of conductor, as a penalty for alleged failure to carry out instructions, in addition to previous misconduct.

The contention of the employees was sustained in part, but the question of the restoration of the former conductor's rights was referred back to the parties for further consideration.

Case No. 669—*Dispute between Quebec North Shore and Labrador Railway and the Brotherhood of Railroad Trainmen regarding demotion of a conductor to the status of permanent brakeman with denial of the privilege of future promotion to position of conductor, as penalty for alleged failure to carry out instructions.*

On February 19, 1955, a conductor with a train crew was ordered to take a train from Seven Islands to Silver to do a switching job at Silver yard. On arrival at Knob Lake, situated about 355 miles from Seven Islands and six miles from Silver, after a run of 15 hours and 35 minutes, all members of the crew booked six hours' rest before performing the switching work laid out for them in the instructions.

On resuming duty after the rest period, the conductor received a telegram from the train master asking why the switching had not been done on arrival according to instructions. The conductor made the following reply: "Fifteen hours and 35 minutes on duty and 12 hours without obtaining food. Booked six hours rest with Train Dispatcher—."

On going off duty after completing the switching work, the conductor received a message informing him that he had been relieved as conductor. As a result of an investigation made at Seven Islands after his return, the conductor was assessed 30 demerit marks; as he had already 45 demerit marks against him, he was discharged from the company's service.

Subsequently, as a result of representations made by the union local, and after further inquiry, the 30 demerit marks were cancelled and the conductor was reinstated as brakeman, "on a leniency basis" but

with the loss of all his conductor's seniority and without any right to promotion in the future.

The union contended that although it had agreed to this settlement at the time it had not understood that the demotion was to be permanent. It claimed that under Article 14 of the agreement the conductor and train crew were perfectly justified in booking six hours' rest on arrival at Knob Lake, and that the conductor had been wrongly disciplined.

The article in question reads in part:

(a) Trainmen who have been on duty twelve hours or more will have the right to book rest at any point on the road, and will resume duty when rest period has expired. Men are to be judges of their own condition.... Despatcher must be given at least one hour's notice of desire to book rest....

The company, in its contention, said that besides being given written instructions the conductor had been told verbally by the train master about the switching and its importance. Had the conductor followed his instructions the switching would have been done before going to Knob Lake, the company said. He had not asked permission to deviate from his instructions but had proceeded to a destination other than that specified and then booked off duty, despite the fact that he was aware that the train had been sent from Seven Islands solely to accomplish a particular piece of work as promptly as possible.

The company asserted that the 30 demerits was not unreasonable discipline, the same discipline having been assessed against the engineman. The dismissal was due to the previous accumulation of demerit marks, and was to that extent irrelevant, the company maintained. It also stated that at the conference on May 3, 1955, when it was agreed to cancel the 30 demerit marks, it was distinctly stipulated that the man's status as brakeman would be permanent and that he would have no opportunity for promotion to conductor.

The contention of the employees was sustained in respect to the right to take rest under Article 14. The question of the restoration of the former conductor's rights was referred to the parties for further consideration.

Collective Agreements

Collective Agreements Covering 1,000 or More Employees

Only 3 per cent of the non-railway collective agreements on file in the Department apply to bargaining units of 1,000 or more employees but they cover about 46 per cent of all the workers under agreement

Only 3 per cent of the 6,660 non-railway collective agreements on file in the Department's Economics and Research Branch apply to bargaining units comprising 1,000 or more employees; but they cover about 46 per cent of the employees under the non-railway agreements on file. Of the 6,660 agreements, only 204 apply to 1,000 or more employees. The number of workers covered by the 6,660 agreements is 1,181,309; by the 204 agreements, 544,676.*

Size of Bargaining Units

The size of the 204 units ranges up to more than 30,000 workers. However, the large majority, 75 per cent, have between 1,000 and 2,500 employees; 13 per cent cover from 2,500 to 5,000; 9 per cent apply to between 5,000 and 10,000; and only 3 per cent have more than 10,000 employees.

The largest bargaining unit is composed of 34,000 logging and lumber manufacturing workers in the British Columbia coastal region. Other units of more than 10,000 employees in order of size are: loggers in northern and northwestern Ontario; pulp-wood loggers in Newfoundland; nickel miners in Sudbury, Ont.; telephone operators in Ontario and Quebec; and hydro-electric employees in Ontario.

Regional Distribution

Regionally, Ontario has the largest number of the 204 agreements, followed by Quebec and British Columbia (Table 1). Taken together, Ontario and Quebec account for approximately 60 per cent of the total.

In Newfoundland, 77 per cent of the workers under collective agreements are in bargaining units of 1,000 or more. The proportions in the other regions are: British Columbia, 52 per cent; Atlantic,

50 per cent; Ontario, 45 per cent; Quebec, 38 per cent; and Prairie, 29 per cent.

Eighteen agreements applying to 65,000 workers cover plants in more than one region. One-half of these, covering 42,000 workers, affect two provinces, while the other half, covering 23,000 workers, are national in scope.

Industry

By far the largest number of the agreements applies to bargaining units in the manufacturing industries, and most of these concerns are located in the provinces of Ontario and Quebec. In both the construction industry and the transportation and communication industry (railways excepted), there are more than 20 bargaining units of 1,000 employees or more (Table 2). Although logging accounts for only five of the agreements, the bargaining units are exceptionally large, having slightly more than 10 per cent of the workers in the contracts under study.

Unions

Two-thirds of the agreements have been negotiated by international unions, most of which are affiliated with the Canadian Labour Congress as well as with the American Federation of Labor and Congress of Industrial Organizations in the United States (Table 3).

However, in Newfoundland most of the agreements have been negotiated by independent regional unions common only to that province. In Quebec, affiliates of the Canadian and Catholic Confederation of Labour are the union representatives in only slightly fewer of the agreements than are AFL-CIO/CLC affiliates. National, regional or local unions affiliated with the CLC, but not with the AFL-CIO, have a significant number of the agreements in the Prairie region.

Duration

A majority of the contracts have durations of two years or more (Table 4).

*For information on workers covered by all collective agreements in Canada see *LABOUR GAZETTE*, January, p. 78, and March, p. 293.

TABLE 1.—REGIONAL DISTRIBUTION OF AGREEMENTS COVERING 1,000 OR MORE EMPLOYEES

Region	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
Atlantic.....	15	7.3	44,629	8.2
Quebec.....	51	25.0	109,059	20.0
Ontario.....	71	34.8	208,747	37.9
Prairie.....	20	9.7	30,747	5.7
British Columbia.....	29	14.3	88,131	16.2
More than one.....	18	8.9	65,363	12.0
Totals.....	204	100.0	544,676	100.0

TABLE 2.—INDUSTRIAL DISTRIBUTION OF AGREEMENTS COVERING 1,000 OR MORE EMPLOYEES

Industry	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
Logging.....	5	2.4	56,643	10.4
Fishing.....	2	1.0	7,200	1.3
Mining.....	15	7.4	41,124	7.6
Manufacturing.....	94	46.1	250,734	46.1
Construction.....	25	12.3	45,451	8.3
Transportation and Communication.....	27	13.2	77,180	14.2
Public Utilities.....	6	2.9	16,056	2.9
Trade.....	11	5.4	18,700	3.4
Service.....	19	9.3	31,588	5.8
Totals.....	204	100.0	544,676	100.0

TABLE 3.—TYPE OF UNION WITH AGREEMENTS COVERING 1,000 OR MORE EMPLOYEES

Type of Union	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
International.....	135	66.2	364,087	66.9
National (Canadian Labour Congress).....	17	8.3	31,251	5.7
Canadian and Catholic Confederation of Labour.....	15	7.4	30,158	5.5
Other.....	37	18.1	119,180	21.9
Totals.....	204	100.0	544,676	100.0

TABLE 4.—DURATION OF AGREEMENTS COVERING 1,000 OR MORE EMPLOYEES

Duration	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
One year or less.....	56	27.4	164,864	30.3
More than one year but less than two.....	20	9.8	49,600	9.1
Two years.....	78	38.2	190,615	35.0
More than two years.....	16	7.9	46,827	8.6
Bargaining at time of study.....	34	16.7	92,770	17.0
Totals.....	204	100.0	544,676	100.0

Among those in force for longer than two years are 11 three-year contracts and three five-year contracts.

Of the 78 two-year agreements, 55, covering 155,000 workers, make provision either for automatic wage increases during the life of the agreement or for the re-negotiation of wage rates at the request of either party at least once during the term of the agreement.

Thirty-six of the two-year contracts, covering 87,298 workers, provide for a general wage increase of a specified amount after the first year. Two automatic increases are provided during the second year of five agreements applying to 8,866 workers.

Provision for the re-negotiation of wages once during their term was made in 12 two-year agreements covering approximately 55,000 workers. In all but one of these the wage provisions can be re-opened only within a time stated in the contract, usually about the end of the first year. More frequent re-openers are permitted

in two other contracts. Two of the agreements with wage re-openers also provide for an automatic wage increase after the first year.

All 16 of the agreements having durations greater than two years provide for general wage adjustments in some form during the term of the agreement. Six allow for the possibility of re-opening negotiations on wages at the request of either party to the agreement. In most of these, wage rates can be re-negotiated annually, provided notice is served on the other party within the stipulated time of the anniversary date. Two of these agreements, effective for three-year periods, entitle the employees to wage increases of stated amounts in the second and third years of the contract.

Nine other three-year agreements make provision for deferred increases in each of the second and third years of the agreement without re-opening wage negotiations, and one five-year agreement provides a wage increase annually during its term.

ILO Delegates Named

(Continued from page 1268)

housing; and the activities of the ILO in the American region during the past few years.

2. The role of employers and workers in programs to raise productivity.

3. Labour-management relations.

4. Co-operatives.

Labour-management relations are "perhaps the most important single factor" in attaining the economic and social goals to which the American countries are committed, according to Director-General Morse.

In his report to the conference Mr. Morse went on to say:

"The relations between management and labour constitute an everyday school of

practical democracy, where experience is acquired and lessons are learned which give solidity and life to the whole structure of political democracy."

The series of American regional conferences of the ILO, which began in Santiago, Chile, in 1936, brings together periodically government, employer and worker delegates from the American states. All but two of the 22 American countries are ILO members.

Earlier regional conferences of American States members of the ILO were held in: Santiago, Chile (1936), Havana (1939), Mexico City (1946), Montevideo (1949), and Petropolis, Brazil (1952).

Saskatchewan Apprenticeship Act

(Continued from page 1294)

One person in any establishment who is not a journeyman and is regularly engaged in the carpentry trade, the motor vehicle body repair trade and the sheet metal trade may now enter into a contract of apprenticeship with the Director. This provision was made under authority of

another 1954 amendment which, in order to foster apprenticeship training, particularly in small establishments in rural areas, allows persons working at a trade to be indentured to the Director of Apprenticeship.

Labour Legislation in Saskatchewan, 1956

Changes made in workmen's compensation legislation that will increase benefits paid to injured workers in higher earnings group. Bargaining rights of merged unions and fair employment practices also dealt with

At its 1956 session, February 9 to April 5, the Saskatchewan Legislature made changes in the workmen's compensation legislation that will increase the benefits paid to injured workmen in the higher earnings group.

New legislation was adopted to deal with discrimination in employment on grounds of race, religion, colour or ethnic or national origin in place of the provision in the provincial Bill of Rights which simply affirmed the right to employment without discrimination on these grounds. A special statute was also enacted to protect the right to accommodation in places where the public is customarily admitted.

The Trade Union Act was amended to deal with the situation arising out of the merger of the two labour congresses. A bargaining agent, whether only its affiliation or name have been altered as a result of the merger, or whether it has become an amalgamation of two local groups, will automatically have the rights and responsibility of the body to which it is the successor unless the Labour Relations Board otherwise determines.

Four acts dealing with wages, hours and annual vacations were amended with respect to the time within which prosecutions must be instituted for an offence.

Workmen's Compensation

The Workmen's Compensation (Accident Fund) Act was amended to raise the annual ceiling on earnings which may be taken into account in computing compensation from \$4,000 to \$5,000.

The percentage of earnings on which compensation is based remains unchanged at 75, making the maximum compensation for total disability \$3,750 if the workman's annual earnings were \$5,000 or more. The increase in the ceiling, which is applicable to accidents occurring on or after July 1, 1956, makes maximum disability compensation the same in Saskatchewan as in Ontario. The ceiling is \$4,000 in Alberta, British Columbia and Quebec, \$3,500 in Manitoba, \$3,000 in Newfoundland, Nova Scotia and New Brunswick, and \$2,700 in

Prince Edward Island, the percentage rate on which compensation is based being 75 except in Nova Scotia and New Brunswick, where it is 70.

The immediate lump sum payable to the widow on the death of a workman is increased from \$100 to \$250. This is the largest lump sum payment under any provincial act, the amount being \$200 in Manitoba, Ontario and Quebec, \$150 in Alberta, and \$100 in the other provinces.

The Accident Fund Act did not originally cover men in train service, such employees by virtue of Section 6 of the Act being under the individual liability statute. However, Section 8 of the Act provided that any organization of trainmen might be brought within its scope if a majority voted to do so. Since 1948 all such trainmen had been brought under the Act except members of the Order of Railway Telegraphers. Effective from July 1, 1956, Sections 6 and 8 are repealed and thus all men in train service are now covered by the collective liability Act.

Anti-Discrimination Legislation

Bill of Rights

Sections 8 and 11 of the Saskatchewan Bill of Rights Act dealing with the right of every person and every class of persons to obtain and retain employment, and to obtain the accommodation or facilities of places to which the public is customarily admitted, without discrimination because of race, religion, colour or ethnic or national origin were repealed in view of the fact that these provisions have been incorporated into two separate statutes, the Fair Employment Practices Act and the Fair Accommodation Practices Act. For the same reason, the reference in the Act to membership in a trade union, which

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

guaranteed to every person and class of persons the right to membership in a trade union, was also removed.

Fair Employment Practices

The Fair Employment Practices Act, 1956, which is to be administered by a member of the Executive Council not yet named, replaces the provisions of the Bill of Rights Act prohibiting discrimination in regard to employment and membership in trade unions by reason of race, religion, religious creed, colour or ethnic or national origin.

The Act is similar to those in other provinces (British Columbia, Manitoba, Ontario, New Brunswick and Nova Scotia) and is especially close in its provisions and wording to the federal Act. However, it does not exclude employers with fewer than five employees, and it binds the Crown and every servant and agent of the Crown. Educational institutions are not excluded, but the prohibition of discrimination on religious grounds does not apply to schools where religious instruction is given in accordance with the schools legislation of the province.

The basic provisions are:

No employer shall refuse to employ or to continue to employ, or otherwise discriminate against, any person in regard to employment or any term or condition of employment because of his race, religion, religious creed, colour or ethnic or national origin.

and

No trade union shall exclude any person from full membership or expel or suspend or otherwise discriminate against any of its members or discriminate against any person in regard to his employment by any employer, because of that person's or member's race, religion, religious creed, colour or ethnic or national origin.

Further, an employer is prohibited from using an employment agency that discriminates on these grounds. No one may use an application form or publish an advertisement or make a written or oral inquiry in connection with employment that expresses either directly or indirectly, "any limitation, specification or preference as to race, religion, religious creed, colour or ethnic or national origin" unless it is based upon a *bona fide* occupational qualification. Discrimination against a person who files a complaint or gives evidence or otherwise assists in the prosecution of a complaint under the Act is also forbidden.

The Act adopts the administrative and enforcement procedure which is common to the federal and the other provincial fair employment practices legislation for requiring adherence to the principles set out in the Act.

A person who claims to be aggrieved because of a violation of the Act may file a complaint in writing with "the Director", an officer in the public service designated by the Minister to receive complaints. The procedure on receipt of a complaint is for the Director to send an officer to investigate the complaint "and endeavour to effect a settlement of the matter complained of". If the officer reports that he is unable to effect a settlement, the Minister, on the recommendation of the Director, may appoint a Commission to deal with the matters involved in the complaint. The Commission, which has the same powers to conduct a full enquiry as are conferred upon commissioners by the Public Inquiries Act, will inquire into the matter "and shall give full opportunity to all parties to present evidence and make representations". If any well-founded complaint is not settled, the Commission is to set out in a report to the Minister the course that ought to be taken. The Minister will send a copy of the recommendations to each of the persons affected, and he may make it public. He has authority to issue whatever order he deems necessary to carry out the Commission's recommendations. His order is enforceable.

The Minister's order as well as the proceedings of the Commission are final and are not subject to review by any court.

The Act, however, does not prevent an aggrieved person from initiating court proceedings against any person for an alleged contravention of the Act.

A person who does any of the things prohibited by the Act or who fails to comply with an order made under the Act is guilty of an offence and is liable on summary conviction, if an individual, to a fine not exceeding \$100, and, if a corporation, trade union, employers' organization or employment agency, to a fine not exceeding \$500. If an employer is convicted of discriminating against an employee on any of the forbidden grounds or of discriminating against one who has filed a complaint under the Act, in addition to the above penalty, he may be required to pay compensation for loss of employment and to reinstate the employee in the position he would have held had the discriminatory act not taken place.

The Minister's consent is required for instituting a prosecution for an offence under the Act. A prosecution under the Act may be instituted against a trade union or employers' organization in the name of the union or organization.

The Minister has further authority on his own initiative, where he deems it expedient, to undertake "such inquiries and other measures as appear advisable to him to promote the purposes of this Act".

The Lieutenant-Governor in Council may make regulations not inconsistent with the spirit of the Act to carry out the provisions of the Act and to supply any deficiency in it.

Fair Accommodation Practices

The Fair Accommodation Practices Act, which is broadly similar to the Ontario Act passed in 1954, declares that "every person and every class of persons shall enjoy the right to obtain the accommodation or facilities of any standard or other hotel, victualling house, theatre or other place to which the public is customarily admitted, regardless of the race, religion, religious creed, colour or ethnic or national origin of such person or class of persons". The Act binds the Crown and its servants and agents.

The Act also prohibits a person from publishing or displaying on his premises, or in a newspaper or through a radio broadcasting station or by any other medium which he owns or controls, any notice, sign, symbol or representation indicating discrimination against any person because of race or creed. The Act states, however, that it shall not be construed as restricting the right to freedom of speech under the law upon any subject.

A complaint of a person believing himself aggrieved is to be made in writing to the Minister charged with the administration of the Act on a form prescribed by him. The Minister is to try to effect a settlement, first by having an officer investigate the complaint and, if he fails, by appointing a commission with the powers conferred upon commissioners by the Public Inquiries Act. After attempting to ascertain the facts, which will include giving the parties full opportunity to present evidence and to make submissions, the Commission will recommend to the Minister the course that should be taken. The Minister may then furnish a copy of the recommendations to each of the parties and may publish them in any manner he sees fit.

Unlike the Ontario Act, the Saskatchewan Act does not authorize the Minister to issue an order binding on the parties.

Failure to comply with the provisions of the Act, however, will make an individual liable to penalties on summary conviction; the Act provides for a rising scale of fines after the first offence. A

person found guilty of an offence is subject to a fine of from \$25 to \$50 for the first offence and from \$50 to \$200 for a subsequent offence. A corporation is liable to a penalty of from \$50 to \$100 for a first offence and from \$100 to \$400 for a subsequent offence.

These penalties may be enforced if a person lays an information alleging on behalf of himself or of any class of persons that any right to which he or they are entitled under the Act is restricted or that an attempt was made to restrict any right under the Act. Where it is established in a prosecution that the accused has deprived or restricted any person's right to accommodation under the Act, the onus will be on the accused to prove that it was not because of race, religion, religious creed or national origin. The consent of the Minister in writing is required before a prosecution can be instituted.

If a person has been convicted of an offence under the Act, the Minister may apply to the Court of Queen's Bench for an order enjoining such person from continuing the offence.

Industrial Relations

An amendment to the Trade Union Act adds new sections as a consequence of the merger of the TLC and the CCL, making it clear that the change of name or affiliation or the merger of two locals will not affect the validity of the collective agreement to which either union was a party. The new sections provide that, unless otherwise ordered by the Labour Relations Board, no order of the Board, collective agreement or any proceeding under the Act will be rendered void, terminated or curtailed in any way because the union changes its name, amalgamates, merges or affiliates with another union or transfers or assigns its rights with respect to any order, agreement or proceeding to another trade union.

The section also provides that if a union has thus changed its name, all orders, agreements, proceedings and all union records will be deemed to be automatically amended by the substitution of the new name for the former name and will enure to the benefit of the successor union and apply to all persons affected, unless the Board orders otherwise.

A second amendment authorizes the Labour Relations Board to reject or dismiss an application made to it by an employee where it is satisfied that the application was made on the advice of or

through interference or intimidation by the employer. This amendment resulted from a recent legal case (L.G., April, p. 419) in which the Supreme Court of Canada held that there was nothing in the Act giving the Labour Relations Board power to refuse to consider an application to decertify a union on the ground that the application was in reality made at the instigation of the employer.

Finally, a new section requires each of the parties to a collective agreement to file one copy with the Department of Labour.

Wages, Hours, Annual Vacations

Minimum Wages

Amendments to the Minimum Wage Act add to the powers of the Minimum Wage Board in determining minimum wages and certain other working conditions. The Board may now fix the maximum period which may be worked without a meal period intervening. Authority to fix the minimum duration of the meal period was already within the powers of the Board.

The Board may also now require every employer in any class of employment to furnish each of his employees with a written statement of his earnings and the deductions made. The statement is to be given at the time and in the form and detail which the Board may decide.

The time limit for a prosecution under the Act was changed from six months to one year. The one-year limit within which

an action must be commenced runs from the commission of the alleged offence.

Hours of Work

The maintenance of earnings clause in the Hours of Work Act, which provides that no reduction in hours in accordance with the provisions of the Act may result in a reduction of take-home pay, was amended to provide for its extension to April 1, 1957. The clause has been extended from year to year since the Act was passed in 1947. A one-year limitation was imposed on the institution of prosecutions for offences under the Act.

Annual Holidays

A minor amendment to the Annual Holidays Act makes violation of any provision of the Act or regulations an offence as well as failure to comply with the Act or regulations. The same amendment was made to the Minimum Wage Act in 1955. As under the Hours of Work and Minimum Wage Acts, prosecutions for offences under the Annual Holidays Act are limited to one year.

Recovery of Unpaid Wages

Proceedings under the Wages Recovery Act, which enables an employee to recover wages due him from an employer by making a complaint before a magistrate, may be taken within one year (formerly six months) after employment has been terminated, or within six months (formerly three) after the last instalment of wages has become due, whichever date may be later.

Labour Legislation in Quebec, 1955-56

At the 1955-56 session of the Quebec Legislature, which opened on November 16 and closed February 23, the Workmen's Compensation Act was amended. The percentage rate of earnings used in computing compensation was raised and the waiting period was reduced.

The percentage of earnings on which compensation is based was raised from 70 to 75. The new rate was made applicable to accidents occurring on and after January 1, 1956. The limit on maximum annual earnings which may be taken into account, \$4,000, remained unchanged.

Another important change was a reduction in the waiting period, that is, the period of disability for which compensation is not payable unless the disability lasts beyond it. This period was reduced from seven to five days.

In the case of death benefits, compensation to an invalid child may now be

paid as long as the child remains an invalid. Formerly, the allowance was payable only for the period that, in the opinion of the Workmen's Compensation Commission, the workman might reasonably have been expected to contribute to the child's support.

In addition to the \$200 previously allowed for funeral expenses, the amendment authorizes the payment of up to \$150 for transporting the workman's body to the place of burial if the Commission considers that the distance justifies the expenditure.

The maximum limit on total monthly compensation which may be paid to a deceased workman's dependants was also raised from 70 to 75 per cent of his average monthly earnings.

All changes made are effective in the case of accidents occurring on and after January 1, 1956.

Recent Regulations under Provincial Legislation

New minimum wage rates set in British Columbia and in New Brunswick; safety regulations issued in Quebec for construction yards, trenches

In British Columbia, the Board of Industrial Relations issued two new minimum wage orders establishing a minimum wage of 65 cents an hour for employees in the mercantile industry and \$1.50 an hour for electronic technicians. Provision was made for issuing certificates of proficiency in the radio, television and electronic trades.

The minimum wage payable in New Brunswick to male employees engaged in the canning or processing of fish, vegetables or fruit was increased from 55 cents to 65 cents an hour.

New safety regulations for construction yards and trenches issued under the Quebec Industrial and Commercial Establishments Act require employers to submit drawings and specifications of trenches when notifying the inspector of the date operations are to begin.

Other regulations dealt with licensing of apprentice projectionists in Alberta, governing standards for gas transmission and distribution systems in British Columbia, cashing of vacation-with-pay stamp books in Ontario, and ratio of apprentices to journeymen in Saskatchewan.

Alberta Amusements Act

Regulations under the Alberta Amusements Act governing the licensing of projectionists were amended by O.C. 977-56, gazetted on July 31, to allow an apprentice projectionist to be licensed at 17 years of age. Previously an applicant for an apprentice's licence had to be at least 18 years old (L.G. 1944, p. 1179).

The other requirements are unchanged. An applicant for an apprentice projectionist's licence must still be vouched for by the manager of the theatre or place of amusement and by the projectionist under whom the apprenticeship is to be served. The latter must be the holder of a second class projectionist's licence, the second highest certificate provided for under the regulations.

An apprentice projectionist may not be left in charge of motion picture equipment and while the premises are open to the public he must be under the direct supervision of a qualified projectionist. Only one apprentice may be employed in a theatre.

British Columbia Apprenticeship and Tradesmen's Qualification Act

Certificates of proficiency may now be issued in British Columbia in the radio, television and electronics trades, following an order of the Lieutenant-Governor in Council made on July 20 and gazetted on August 2.

In another order made the same day, special regulations governing the issuance of certificates of proficiency in the radio, television and electronics trades were approved. A third order set up an examining board to conduct the prescribed examinations.

These are the first orders issued under the Act especially for the radio, television and electronics trades, which are included in the designated trade of "servicing and repair of current-consuming electrical appliances".

For purposes of the new regulations, the expression "radio, television and electronics trades" means the repair and maintenance of radio and electronic apparatus using vacuum and gas-filled tubes, thermistors or transistors, or other work usually performed by a radio electronic technician.

A certificate of proficiency in these trades will now be issued to an experienced person who passes the prescribed examination. To be eligible for examination an applicant must submit satisfactory proof that he has served an apprenticeship in the radio, television or electronics trades or has completed a period of qualifying time of at least 8,000 hours.

The examination, which will be conducted by the examining board, will consist of theoretical and practical tests prepared by the Trade Advisory Committee. Completed tests will be marked and evaluated by the board in consultation with the Advisory Committee. A candidate who does not pass may, on payment of the required fee, apply to be re-examined in the subjects in which he has failed.

If, after careful investigation of the facts, the Trade Advisory Committee concludes that a holder of a certificate is operating in a manner that may depreciate the value of certificates of proficiency held by other persons in the trade, it may report these facts to the chairman of the

examining board. The board may require the holder to return his certificate to the Director of Apprenticeship and may cancel or suspend the certificate.

British Columbia Male and Female Minimum Wage Acts

Mercantile Industry

A new minimum wage order for the mercantile industry, Male and Female Minimum Wage Order No. 24 (1956), made by the Board of Industrial Relations on July 24 after public hearings, took effect September 1, replacing Order No. 24 (1949) (L.G. 1950, p. 86). The new Order set a minimum wage of 65 cents an hour for experienced full-time or part-time employees.

Formerly, the minimum wage was \$18 a week for employees on a work-week of 39 to 44 hours and 47 cents an hour for persons working less than 39 hours a week, with a minimum of four hours' pay in any one day.

The minimum rates for learners were also increased from a range of 32 to 42 cents per hour to a range of 45 to 55 cents per hour and the learning period was reduced from six months to six weeks, bringing rates for learners into line with the rates recently established for learners in the manufacturing industry (L.G., May, p. 550).

The Order applies to all employees in establishments operated for the purpose of wholesale or retail trade except employees covered by another order of the Board specifically defining their work and except persons employed in a supervisory, managerial or confidential capacity.

As in other orders, the minimum rates may be varied under certain conditions. Handicapped or part-time employees and apprentices for whom the Board has issued permits to work for less than the minimum wage must be paid the rate specified in the permit. The rates fixed for learners, 45 cents an hour during the first two weeks' employment, 50 cents during the second two weeks, and 55 cents during the third two weeks, apply only if the learner has a permit and only for the period specified in the permit. In the absence of a permit, a learner must be paid the 65-cent rate which ordinarily applies after the six-week probationary period.

Time and one-half the regular rate must be paid for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day. However, if by custom or agreement employees work fewer than

eight hours on one or more days of the week and longer hours on other days, overtime rates need not be paid until the agreed limits have been exceeded. This rule also applies to employees who work an average of 44 hours weekly over an agreed period of time.

Employees in drug stores, retail florists' shops and other wholesale and retail establishments outside the larger cities who are permitted to work longer hours by regulations under the Hours of Work Act, namely, 16F, 19 and 29B, must now be paid overtime rates for all hours worked in excess of eight in the day and 44 in the week. Formerly, these employees could be paid at the regular rate for hours worked beyond the daily and weekly limits. However, the Board may vary the overtime provision with respect to the employees mentioned above and also in the case of employees of any part of the mercantile industry which it has exempted from the operation of the Hours of Work Act after taking into consideration the nature and conditions of employment and the welfare of the employees.

As is usual in such orders, a daily guarantee provision is included. An employee reporting for work on the call of an employer is to receive a minimum of two hours' pay at the regular rate unless his condition is such that he is not competent to perform his duties or has failed to comply with the accident-prevention regulations of the Workmen's Compensation Board. If he commences work, he is to receive four hours' pay except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on school-days on the call of an employer are to be paid a minimum of two hours' pay at the regular rate.

As previously, provision is made for a weekly rest of 32 consecutive hours, which may be varied by the Board if both the employer and the employees make applications suggesting a different arrangement. There are also the usual provisions respecting semi-monthly pay, posting of orders and keeping of records.

Electronic Technicians

The Board of Industrial Relations, in an order gazetted August 16 and effective October 1, increased the minimum wage of radio and electronic technicians from 80 cents an hour to \$1.50 an hour, the minimum wage payable in British Columbia to journeymen-tradesmen in other occupations. The new rate was established

following a public hearing at which representatives of the provincial council of the Radio Technicians' Association and the International Brotherhood of Electrical Workers requested amendments to the existing order.

Except that television receivers have been added to the list of equipment, the new order, Male and Female Minimum Wage Order No. 7 (1956) has substantially the same coverage as Order No. 7, 1948 (L.G. 1948, p. 1134), the order which it replaces. It applies to any employee engaged in the designing, repairing, adjusting and installing of radio and electronic equipment, including home radio receivers, television receivers and associated equipment, record-playing apparatus, public-address and audio-amplifier systems, and industrial electronic equipment and the designing, repairing and maintenance of long- and short-wave and ultra-high frequency receiving and transmitting equipment except a person employed as electronic technician in a radio-broadcast station or a person employed in a supervisory, managerial or confidential capacity.

As in the order for the mercantile industry, some variation of the minimum rate is also provided for. Persons for whose employment the Board has issued permits are to be paid the rates specified in the permit. Time and one-half the regular rate must be paid for all hours worked in excess of eight in the day and in excess of 44 in the week where the hours worked do not exceed eight in any one day. The same exceptions and variations of the overtime provision as those in the mercantile order described above are allowed.

The daily guarantee also applies. No provision is made in this order for a weekly rest period.

British Columbia Public Utilities Act

The British Columbia Public Utilities Commission has ordered that effective July 1, 1956, the design, fabrication, installation, inspection, testing and safety aspects of operation and maintenance of gas transmission and distribution systems, including gas pipelines, gas compressor-stations, gas metering and regulating stations, gas-mains and gas services up to the outlet of the customer's meter set assembly, will be governed by section 8 of the American Standard Code for Pressure Piping (ASA B 31-1, 1955) respecting gas transmission and distribution systems unless otherwise required by law or exempted by the Commission.

The order was issued under authority of Section 28 of the Act, which allows the Commission to make regulations and orders regarding equipment, appliances, safety devices and other matters for the proper carrying out of the Act. It was approved by O.C. 1652 on July 4 and gazetted on August 9.

New Brunswick Minimum Wage Act

The minimum wage for male employees in New Brunswick engaged in the canning or processing of fish, vegetables or fruits was increased from 55 cents to 65 cents an hour by a new minimum wage order which went into effect on August 1, replacing an order which had been in force since July 9, 1951.

For purposes of this order, the business of canning or processing fish, vegetables or fruits includes the drying, curing, salting, smoking or packing or adapting for sale or for use or transporting of any kind of fish, vegetables or fruits or their by-products.

This is the only male minimum wage order in effect in New Brunswick. Two female minimum wage orders issued in 1952 cover most of the women workers in the province; one order sets a minimum wage of 38 cents an hour for women in hotels and restaurants; a general order fixes a minimum wage of 40 cents an hour for women working in factories, shops, offices and other workplaces.

Ontario Hours of Work and Vacations with Pay Act

Assigning a vacation-with-pay stamp book is now expressly forbidden in Ontario.

New regulations under the Hours of Work and Vacations with Pay Act authorized by O. Reg. 131/56 and gazetted on August 4 provide that a vacation-with-pay stamp book cannot be assigned but must be presented personally by the employee to whom it is issued on or after the 30th of June ending the period for which the book is issued to a branch of the Province of Ontario Savings Office or a branch of a chartered bank in Ontario.

The new regulations also stipulate that the employee is to sign the receipt for the cash equivalent of the stamps in the place provided in the stamp book in the presence of the person paying the cash. The new prescribed form for vacation-with-pay stamp books also contains a reminder that assigning of books is now prohibited.

Previously, although the intention of both the Act and regulations was that an employee should cash his own vacation-with-pay stamp books also contains a book to another person was not specifically prohibited. The regulations respecting vacations with pay (C.R.O. 144) merely provided that on presentation of his vacation-with-pay stamp book an employee was to receive the cash equivalent of the stamps affixed therein.

The stamp book system is used in Ontario in the construction industry and in other industries to give vacation credit on termination of employment.

Quebec Industrial and Commercial Establishments Act

Special regulations designed to promote the safety of employees engaged in construction and excavation work and to protect the public were issued recently under the Quebec Industrial and Commercial Establishments Act, replacing regulations for construction yards authorized by O.C. 828 of July 12, 1950 (L.G. 1950, p. 1702). Approved by O.C. 652 and gazetted on August 4, the new regulations incorporate with minor changes the existing provisions of the regulations for construction yards and also set out special rules for trench-making operations, including provisions respecting shoring and timbering, drilling and explosives, ventilation and protective devices.

The new regulations apply to any location where a building is erected, altered, repaired, restored, rebuilt or demolished and to any excavation more than four feet deep where the depth exceeds the width. Municipal corporations as well as private firms are now bound by the rules, as the definition of employer has been revised to include a municipality as well as any person, partnership, firm or corporation acting on its own account or as an agent for another person for the execution of construction operations or for the excavating of open trenches.

As in the previous regulations there is a general statement that all necessary measures must be taken to secure the safety of both the public and the employees. Before starting operations an employer must send a written notice to the Chief Inspector of the Labour Inspection Office of the district where the operations are to be carried out, giving the date that work is expected to commence. If excavation work is contemplated he must now include drawings and specifications of the trench as well as the

names and addresses of the owner of the land and of the employer carrying out the excavation work.

Inspectors have been given some additional authority under the new regulations. An inspector may enter a construction yard or visit a trench at any time, day or night, and, as previously, may make any recommendation to the employer he deems advisable. All equipment used in construction or excavation work must be passed by the inspector, who may order any improvement, alterations or repairs he considers necessary. If the danger is imminent he may prohibit the use of any defective apparatus or tool and may order immediate repairs. In the event that an employer does not put up the temporary floors required by the regulations whenever a structural steel building is being built, the inspector may now order the evacuation of all or part of the building. For that purpose he may enlist the services of any municipal or provincial policeman or peace officer and may order a temporary floor to be laid immediately. Finally, an inspector is authorized to bring any operation to a standstill if he discovers that any regulation is not being observed.

As previously indicated, the regulations that deal primarily with construction yards are for the most part unchanged. Suitable natural or artificial lighting approved by the inspector must be provided for all places in a construction yard. Hoistways, elevators, cranes, derricks and other similar apparatus are required to meet specified safety standards. Scaffolding used in construction work or in trenches must conform with the provisions of the regulations under the Scaffolding Inspection Act. All temporary buildings must be solidly and safely built in order to avoid all possibilities of collapse. Temporary staircases are to be provided with firmly secured handrails.

The provisions respecting first aid, drinking water and sanitary facilities are the same as in the previous regulations except that they now apply to trench-making operations as well as to construction yards. First-aid boxes and stretchers are to be provided for every operation and, if the inspector considers it necessary, the employer must also hire the professional services of a nurse, certified orderly or doctor. There must be a sufficient quantity of pure, fresh drinking water, which is to be kept in hygienic containers. A place for the employees to eat and change their clothes must also be provided when required by the inspector.

Among the special rules for trenches is a provision which prohibits an employer from hiring persons under 18 years of age in connection with trench-drilling operations. No employee may work in a trench more than four feet deep unless he wears an approved protective hat provided by the contractor. The regulations also stipulate that no person is to be allowed to work alone in a trench exceeding 10 feet in depth.

When operations are carried out less than seven feet from the building lines of a public road, barriers, fences and guards must be installed on the edges of trenches and must be kept in place until operations are completed. Trenches more than four feet deep are to be shored and timbered with good quality material in accordance with the regulations.

The shoring must extend at least one foot above the top of the trench except when the inspector gives permission to do otherwise and except when the trench is cut in solid rock or the sides are sloped within four feet of the bottom of the trench so that the sloped sides of the trench do not have more than two feet of vertical rise to each foot of horizontal run. In some cases the inspector may order the vertical walls timbered on their entire surface. When the sides of a trench are sloped but not to within four feet of the bottom of the trench the shoring and timbering must be fitted with toe-boards to prevent material rolling down the slope into the trench. Shoring and timbering may be removed only by skilled workers and only after operations have been completed.

When one or more drilling machines are used in a trench, an adequate supply of water must be kept at the drill hole. The inspector may also require the employer to instal a special hose system to direct a water jet into the holes drilled. If necessary he may order proper dust collectors installed to disseminate dust produced by the drilling machine.

The regulations provide that persons storing, handling or using explosives must comply with the "Regulations respecting the handling and use of explosives" under the Industrial and Commercial Establishments Act. They also specify that every firing circuit in connection with blasting operations is to be broken outside the trench at a point and in a manner satisfactory to the inspector.

In trenches where gases or fumes are likely to be present, sufficient mechanical ventilation is to be provided to protect the health and safety of the workers.

Internal combustion engines may not be operated unless adequate provisions have been made to ensure that exhaust gases and fumes are discharged far enough from the trench that they will not return and accumulate in the trench.

No tools, machinery, timber, rock or other materials may be placed or stored within four feet of the trench. The contractor must also see that horses and vehicles are kept at least four feet away from the edge of the trench so that there will be no danger of a cave-in from vibration. Ladders extending at least two feet above the trench or other approved means of escape are to be provided in every trench.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

Regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act respecting the carpentry trade, the motor vehicle body repair trade and the sheet metal trade authorized by O.C. 1625/56 were gazetted August 3, amending provisions in the general regulations approved by O.C. 2120/53 (L.G. 1953, p. 1816). The new regulations are similar to regulations recently issued for the motor vehicle mechanics repair trade, the plumbing trade and the electrical trade (L.G., July, p. 884) in that they set a province-wide ratio of apprentices to journeymen and provide for indenturing apprentices to the Director of Apprenticeship.

In the carpentry trade and the motor vehicle body repair trade, the ratio of apprentices to journeymen is still one to three, with one apprentice being allowed where fewer than three journeymen are employed. An employer in the sheet metal trade may engage one apprentice for every two journeymen employed but in an establishment where fewer than two journeymen are employed he is permitted one apprentice.

Under authority of a 1954 amendment to the Act which allows the Lieutenant-Governor in Council to set a province-wide ratio in any designated trade, the regulations provide that in the carpentry trade and the motor vehicle body repair trade the number of registered apprentices must not exceed one-third of the total number of journeymen engaged in these trades in the province. In the sheet metal trade, the total number of apprentices may not exceed one-half the total number of journeymen.

(Continued on page 1285)

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit in July up 33 per cent from June but down 10 per cent from year earlier. Statistics* show claimants in "live" file at month-end numbered 138,467 compared with 136,032 at the end of June

Initial and renewal claims for unemployment insurance benefit in July rose 33 per cent from those of the previous month but were 10 per cent lower than in July 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 73,547 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 55,212 during June and 81,578 during July 1955.

Claimants having an unemployment register in the "live file" numbered 138,467 (82,239 males and 56,228 females) on July 31, as against 136,032 (82,287 males and 53,745 females) on June 29. On July 29, 1955, this total was 167,728 (108,034 males and 59,694 females).

Adjudications on initial and renewal claims during July totalled 66,910, entitlement to benefit being granted in 50,091 or 75 per cent of the cases. The number of "benefit periods not established" during July was 9,957, representing 66 per cent of the initial claims on which the decision was "not entitled to benefit". Total disqualifications (*i.e.*, those arising from initial, renewal and revised claims) were 13,424, of which the chief reasons were: "voluntarily left employment without just cause", 3,838 cases; "not capable of and not available for work", 3,811 cases and "refused offer of work and neglected opportunity to work", 2,042 cases.

New beneficiaries during July numbered 37,544, in comparison with 43,403 in June and 49,990 in July 1955.

Benefit payments amounted to \$7,927,559 in respect of 436,797 weeks compensated during July, as against \$9,930,856 and 538,014 weeks for June and \$8,947,552 and 2,960,905 days for July 1955.

A total of 396,006 weeks (or close to 91 per cent) were categorized as "complete weeks". Of the 40,791 partial weeks, 24,638 or 60 per cent were due to "excess earnings".

The estimated number of beneficiaries was 104.0 thousand for July, 128.1 thousand for June and 132.4 thousand for July 1955.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards were issued to 3,520,846 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

As at July 31, employers registered numbered 287,467, an increase of 549 during the month.

Enforcement Statistics

During July, 4,428 investigations were conducted by district investigators across Canada. Of these, 3,725 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 703 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 65 cases, 2 against employers and 63 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 394.*

*These do not necessarily relate to the investigations conducted during this month.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

*See Tables E-1 to E-4 at back of book.

Unemployment Insurance Fund

Revenue received in July totalled \$20,721,560.42 compared with \$19,771,219.25 in June and \$19,373,817.50 in July 1955. Benefit payments in July amounted to

\$7,906,932.01, compared with \$9,910,895.71 in June and \$8,926,477.96 in July 1955. The balance in the fund at July 31 was \$864,671,166.80; at June 30 there was a balance of \$851,856,538.39 and at July 31, 1955, of \$838,261,453.80.

Decisions of the Umpire Under the Unemployment Insurance Act

Decision CUB-1266, July 25, 1956

Translation

Summary of the facts: The claimant filed an initial claim for benefit on February 7, 1956, stating that he had worked as pattern maker for the Canadian Allis-Chalmers Ltd., from 1955 to February 6, 1956, when he lost his employment on account of a labour dispute.

From the evidence on file, Canadian Allis-Chalmers Ltd. had a collective agreement with the International Union of Electrical, Radio and Machine Workers. This union is the bargaining agent for all the plant employees except pattern makers, apprentice pattern makers, watchmen, gatemen, salaried workers and supervisors. When this contract expired, a dispute took place between the interested parties, which finally culminated in a strike on February 6, 1956.

The employer stated in the confirmation of separation that the claimant lost his employment because, although not on strike, he had refused to cross the picket line.

The insurance officer disqualified the claimant from receipt of benefit, under section 63(1) of the Act, for the duration of the stoppage of work.

The claimant appealed to a board of referees and stated that he and ten other members of his union (the association of pattern makers) who were employed at the Canadian Allis-Chalmers Ltd. were not at all interested in the labour dispute, that they had not participated therein or financed it in any way, but that they had tried to go to work and had been stopped by the picket line. The board of referees which heard the claimant's representative, Fabien Charron, business agent for the pattern makers' association in Montreal, on April 11, 1956, unanimously reversed the insurance officer's decision.

The Chief Claims Officer appealed to the Umpire on May 1, 1956, alleging that, even if the claimant were not directly interested in the labour dispute, the fact that neither he nor the workers of his grade or class had crossed or tried to cross the picket line proved *prima facie* that they had participated in the labour dispute within the meaning of section 63(2) of the Act; that the claimant had to prove that he and the workers of his grade or class were justified, under the existing circumstances, in refraining from attempting to return to work, which he had failed to do.

Mr. Charron requested a hearing before the Umpire, which was held in Montreal on July 12. Clément Beauchamp of the Unemployment Insurance Commission represented the Chief Claims Officer.

Conclusions: After carefully studying the documents on file and hearing the representations and observations made by Mr. Charron and Mr. Beauchamp, I see no valid reason to alter the unanimous decision of the board of referees.

There is no transcript of the evidence given before the board of referees and I must assume that this board, after taking into consideration the jurisprudence established by the Umpire with respect to the question of participation in a labour dispute, concluded that the claimant and the workers of his grade or class were justified in refraining from crossing the picket line. In fact, Mr. Charron stated at the hearing that he had submitted, in his evidence before the board of referees, that he had been warned personally, the day the strike broke out, by police officers and by the chief of the picket line that he should expect acts of violence if the eleven employees of his union, waiting near the plant in the hope of resuming work, tried to pass through the narrow entrance where some one hundred strikers were on guard.

Considering the circumstances and the fact that the representative of the Chief

Claims Officer failed to adduce evidence which could permit me to conclude that the court erred in deciding that the claimant and the workers of his grade or class had not participated in the dispute, I must dismiss the appeal.

Decision CUB-1267, August 1, 1956

Translation

Summary of the facts: The claimants, who are regular employees of Canadian Car & Foundry Ltd. in Montreal, were temporarily laid off as from January 23 to March 16, 1956.

On January 25, during the period of unemployment, they found work in their usual occupation as welders at Canadian Allis-Chalmers Ltd. at Lachine. They were laid off following a stoppage of work due to a labour dispute which occurred at this plant on February 6, 1956.

From the evidence on file, Canadian Allis-Chalmers Ltd. had a collective agreement with the International Union of Electrical, Radio and Machine Workers, which is the bargaining agent for all the plant employees, except pattern makers, apprentice pattern makers, watchmen, gatemen, salaried workers and supervisors. When this contract expired, a dispute took place between the interested parties, which finally culminated in a strike on February 6, 1956.

The claimants filed renewal claims for benefit on February 6 and 7 and the Insurance Officer disqualified them, under section 63(1) of the Act, for the duration of the stoppage of work.

They appealed to a board of referees on February 22 and March 6 respectively, stating that they had worked only eight days for Canadian Allis-Chalmers Ltd., that they were not at all interested in the labour dispute in progress, that they had not participated therein or financed it in

any way and that they did not belong to a grade or class of workers participating in, financing or directly interested in the dispute.

On April 11, 1956, after hearing the claimants' representative, Julien Meloche, General Chairman of the Brotherhood of Railway Carmen of America, the board of referees unanimously decided that employment as a welder, which was the claimants' occupation at Canadian Allis-Chalmers Ltd., was included in the collective working agreement between the employer and the union interested in the labour dispute and that, therefore, they were interested within the meaning of the Act in the issue of the dispute.

From this decision the Brotherhood of Railway Carmen of America appealed to the Umpire. Mr. Meloche requested a hearing before the Umpire, which was held in Montreal on July 11. Clément Beauchamp of the Unemployment Insurance Commission represented the Chief Claims Officer.

Conclusions: The evidence clearly indicates that the two claimants were employed by Canadian Allis-Chalmers Ltd. when a strike broke out at that place. The evidence also clearly indicates that they were working as welders and that the International Union of Electrical, Radio and Machine Workers was negotiating, among other things, on behalf of welders in order to obtain better working conditions. Therefore, it follows that the claimants at least belonged to a grade of workers that, immediately before the commencement of the stoppage of work, included members employed by Canadian Allis-Chalmers Ltd., directly interested in the dispute.

The board of referees, therefore, rightly decided that they did not fulfill all the conditions stipulated in section 63(2) of the Act and I have no other alternative but to dismiss the appeal.

SUB Plans Do Not Affect Unemployment Insurance

Supplementary unemployment benefit (SUB) plans submitted by six Canadian employers will not affect the entitlement of workers to unemployment insurance benefits, it was announced early this month by J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission. The decision is valid only for the life of the plans submitted.

Plans were submitted to the Commission for decision by: General Motors of

Canada Ltd. and subsidiaries, Fort Motor Co. of Canada Ltd., Massey-Harris-Ferguson Ltd., Continental Can Co. of Canada Ltd., Electric Auto-Lite Limited, and Colville Industries Ltd.

It is estimated that about 42,000 employees are affected.

The Commission also decided that no additional payment of contributions to the unemployment insurance fund would be required as a result of the employers' contributions to the SUB funds.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during August Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 207 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 142 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	3	\$134,700.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during August

During August the sum of \$4,812.91 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 345 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Killarney Man: Fossay & Desilets, construction of dam & concrete spillway. *Indian Head Sask*: Matheson Bros, construction of dam on Adair Creek between Indian Head & Broadview. *Venn Sask*: A N Duff, construction of canal, Lanigan Creek Diversion Canal. *Grantham Alta*: C-M Construction, deepening of ditch on Bow River Project. *Hillspring Alta*: Harris Construction Co Ltd, construction of diversion works & canal headgate structure on Belly River, St Mary Project. *Lethbridge Alta*: Assiniboia Construction Co Ltd, construction of Belly River Diversion Canal, Contract No 1, St Mary Irrigation Project; Acorn Construction, construction of Belly River Diversion Canal, Contract No 2, St Mary Irrigation Project; W C Wells Construction Co Ltd, construction of Belly River Diversion Canal, Contract No 3, St Mary Irrigation Project; Good & Walker, construction of Belly River Diversion Canal, Contract No 4, St Mary Irrigation Project; National Paving Co Ltd, construction of Belly River Diversion Canal, Contract No 5, St Mary Irrigation Project; Remington Construction Co Ltd, construction of Belly River Diversion Canal, Contract No 6, St Mary Irrigation Project.

Central Mortgage and Housing Corporation

Tuft's Cove N S: Cameron Contracting Ltd, construction of school extension. *Gagetown N B*: Brookfield Construction Co Ltd, construction of housing units, water & sewer service, etc. *Montreal Que*: W Collin Enrg, *exterior painting of houses. *St Hubert Que*: Cambrian Construction Co, construction of school extension. *Camp Borden Ont*: Evans Contracting Co, site improvement & planting. *Fort William Ont*: Zanette Bros, repairs to basements. *Hagersville Ont*: Western Ontario Landscaping & Sodding, site improvement & planting. *Hamilton Ont*: Hamilton Construction Co, relocation & renovation of wartime houses. *Napance Ont*: James Landscaping Co, site improvement & planting. *Petawawa Ont*: M Sullivan & Son Ltd, construction of school & extension to existing school. *Picton Ont*: George A Crowe, site improvement & planting. *Toronto Ont*: Louis Donalo (Ontario) Ltd, construction of apartment bldgs, Regent Park South. *Calgary Alta*: Conniston Construction Co, site improvement & planting. *Cumberland B C*: Courtenay Decorators, *exterior painting.

Department of Citizenship and Immigration

Miramichi Indian Agency N B: Solomn & Isaac Curry, construction of Burnt Church day school & teachers' residence. *St Augustin Indian Agency Que*: Georges Deschenes, construction of Natashquan day school. *Seven Islands Indian Agency Que*: Georges Vigeault, interior & exterior painting of Seven Islands residential school. *Fort Frances Indian Agency Ont*: W N Dalseg, construction of Subaskong day school with attached teachers' quarters. *James Bay Indian Agency Ont*: Hill-Clark-Francis Ltd, alterations & additions to Moose Fort residential school dormitory. *Kenora Indian Agency Ont*: E R Norman, construction of day school at Cecilia Jeffrey residential school, Kenora Indian Agency. *Sault Ste Marie Indian Agency Ont*: Emile Marier, construction of Sagamook day school with attached teachers' quarters. *Dauphin Indian Agency Man*: Gibb & Ellwood Lumber Co Ltd, construction of teachers' residence, Ebb & Flow South Indian Reserve. *Crooked Lake Indian Agency Sask*: Holterman Construction, construction of teachers' residence at Cowessess residential school. *Kwawkeulth Indian Agency B C*: Stange Construction Co Ltd, construction of Quatsino day school & attached teachers' quarters; McGinnis Bros, construction of Tanaktouk day school & teachers' quarters. *West Coast Indian Agency B C*: Turner Contracting Co Ltd, construction of Opetah day school & attached teachers' quarters.

Defence Construction (1951) Limited

Halifax N S: Reg H Steen Ltd, installation of steam distribution system, Windsor Park; R A Douglas Ltd, steel sheet piling repairs, HMC Dockyard; McDonald Construction Co Ltd, renewal of siding & insulation, bldg S-14, HMCS *Stadacona*. *Sydney N S:* Connolly & Twizell Ltd, supply & installation of auxiliary boiler equipment, steam & service lines, Point Edward Naval Base. *Cap de la Madeleine Que:* Municipality of Cap de la Madeleine, *extension of municipal services to combined tank hangar & RCEME workshop. *Casey Que:* Coseley Engineering (Canada) Ltd, supply & erection of four prefabricated metal readiness hangars, RCAF Station. *Valcartier Que:* Berger-ville Estates Ltd, construction of vehicle gate house & outside services. *Val d'Or Que:* Coseley Engineering (Canada) Ltd, supply & erection of four prefabricated metal readiness hangars, RCAF Station. *Barriefield Ont:* Leeds Bridge & Iron Works Ltd, supply & erection of structural steel for QM & technical stores bldg & garage. *Camp Borden Ont:* Central Bridge Co Ltd, supply & erection of structural steel for physical training bldg. *Clinton Ont:* J G Kroetsch, conversion of coal furnaces to oil firing in 50 PMQs, RCAF Station. *Downsview Ont:* W A Moffat Co, application of insulated built-up roofs on bldgs, RCAF Station. *London Ont:* The Foundation Co of Canada Ltd, construction of Naval Division Bldg, HMCS *Prevost*. *North Bay Ont:* Standard Paving Ltd, construction of access road, PMQs development, RCAF Station. *Ottawa Ont:* Sirotek Construction Ltd, reconstruction of 600 yard markers' gallery, Connaught Rifle Ranges. *Petawawa Ont:* Bell Telephone Co of Canada, *relocation of telephone cable in Mennin Road & Festubert Boulevard area. *Rockcliffe Ont:* Dominion Bridge Co Ltd, supply & erection of structural steel for barrack block, RCAF Station; J Becker Inc, installation of steam distribution system, RCAF Station. *MacDonald Man:* Randall & Co Ltd, construction of central heating plant & installation of steam heating system for hangars, RCAF Station. *Shilo Man:* Claydon Co, addition to underground steam distribution system; Malcom Construction Co Ltd, construction of officers' mess & quarters. *Winnipeg Man:* Evans Contracting Co Ltd, grading, seeding, sidewalks & fencing, Fort Osborne Barracks; Simmons Construction Co, construction of roads, walks & parking areas, RCAF Station. *Moose Jaw Sask:* Kipp Kelly Ltd, supply & installation of coal conveyor & hopper, RCAF Station. *Edmonton Alta:* Lockerbie & Hole (Western) Ltd, rehabilitation of underground steam distribution system, Griesbach Barracks; Lockerbie & Hole (Western) Ltd, *rehabilitation of underground steam distribution system, house-keeping, maintenance, etc. *Ralston Alta:* Asphalt Services Ltd, construction of roads, curbs & sidewalks, Suffield Experimental Station. *Comox B C:* Coseley Engineering (Canada) Ltd, supply & erection of prefabricated readiness hangars, RCAF Station. *Sea Island B C:* C J Oliver Ltd, construction of ME garage extension & outside services, RCAF Station.

Building and Maintenance

Fredericton N B: C W Ritchie, installation of heating system, Armoury. *Farnham Que:* P Baillargeon Ltd, parade square extension, Cadet Camp. *St Hubert Que:* Terrebbonne Construction Inc, replacement of concrete floor, hangar No 2, RCAF Station. *Valcartier Que:* Beaver Asphalt Paving Co Ltd, seal coating of parade square. *Downsview Ont:* Warren Bituminous Paving Co Ltd, construction of roads, RCAF Station. *Fingal Ont:* Towland Construction Ltd, repairs to asphalt runway & drainage, No 6 Repair Depot. *Toronto Ont:* H J Kedrosky, installation & straightening of sashes, etc, RCCS Bldg. *Calgary Alta:* Bill Hopps & Co Ltd, exterior painting of 100 PMQs, Currie Barracks; Muri Paving & Construction Ltd, construction of sidewalks for PMQs, Currie Barracks. *Camp Chilliwack B C:* Rosenquist & Sons, exterior painting of 107 PMQs.

National Harbours Board

Montreal Que: Argo Construction Ltd, construction of conveyor galleries, elevator "B"; Charles Duranceau Ltd, construction of conveyor galleries on Laurier Pier. *Quebec Que:* Marine Industries Ltd, dredging St Charles Estuary.

Department of Northern Affairs and National Resources

Revelstoke B C: Engineering Drillers Ltd, drilling investigations on Columbia River & tributaries. *Golden B C:* Western Water Wells Ltd, drilling investigations on Columbia River & tributaries.

Department of Public Works

Englee Nfld: Cameron Contracting Ltd, *dredging. *Wesleyville Nfld*: Cyril Babb, wharf extension & shed. *Point Prim P E I*: J W & J Anderson Ltd, construction of breakwater & extension to wharf. *Rustico Harbour P E I*: Edward MacCallum, breakwater repairs; Edward MacCallum construction of roadway & landing surface. *Baker's Point N S*: Naugles Sand & Gravel Co Ltd, reconstruction of stem. *Brooklyn N S*: The J P Porter Co Ltd, *dredging. *Dingwall N S*: The J P Porter Co Ltd, *dredging. *L'Archeveque N S*: Maritime Dredging Ltd, *dredging. *Little River N S*: L G & M H Smith Ltd, breakwater reconstruction. *Middle Point Cove N S*: Nova Scotia Sand & Gravel Ltd, breakwater repairs. *Brantville N B*: Denis LeBlanc, *dredging. *Chockfish N B*: Roger LeBlanc, *dredging. *Saint John N B*: Saint John Iron Works Ltd, *construction of seven steel pontoons for Dredge PWD No 21. *Forestville Que*: Laurent Lagueux, enlargement of storage shed. *Matapedia Que*: Delphis Mailloux, painting steel structure of Interprovincial Bridge. *Mont Louis Que*: Gaspé Construction Inc, extension to shed. *Montreal Que*: B B Electric Co Ltd, installation of load centre, Customs Examining Warehouse, Youville Square. *Point Claire Que*: Standard Structural Steel Ltd, construction of pulp & paper research laboratory. *Riviere Ouelle Que*: The J P Porter Co Ltd, *dredging. *Vercheres Que*: Gaston Dalpe, river bank protection. *Belle River Ont*: Dean Construction Co Ltd, *dredging. *Hamilton Ont*: The J P Porter Co Ltd, *dredging. *Madoc Ont*: Shore & Horwitz Construction Ltd, construction of post office bldg. *Olipphant Ont*: McKenzie Bros, *dredging. *Ottawa Ont*: Dufort & Lavoie, repairs to arch bridge No 2, Ottawa-Hull Causeway. *Port Dover Ont*: The J P Porter Co Ltd, *dredging. *Port Hope Ont*: Intrusion-Prepakt Ltd, reconstruction of breakwaters. *Sydenham River (Chenal Ecarte) Ont*: McQueen Marine Ltd, *dredging. *Toronto Ont*: Ontario Marine & Dredging Ltd, harbour improvements & breakwater reconstruction, HMCS York. *Black Bay (Bushell) Sask*: Burns & Dutton Concrete & Construction Co Ltd, wharf extension. *Prince Albert National Park Sask*: Eskes Construction, construction of semi-detached staff residence. *Lac La Biche Alta*: Haddow Construction Ltd, construction of federal bldg. *Lethbridge Alta*: Oland Construction Ltd, additions & alterations to public bldg. *Prince Rupert B C*: Northwest Construction Ltd, improvements to fire protection system, construction of storage tank, etc, Miller Bay Indian Hospital. *Prince Rupert (Cow Bay) B C*: Skeena River Piledriving Co, repairs to floats. *Sidney B C*: Victoria Pile Driving Co Ltd, wharf repairs. *Vancouver B C*: E H Shockley & Son Ltd, construction of laboratory; The Bay Co (BC) Ltd, alterations to boiler & boiler room, Hycroft Veterans' Home; Fraser River Pile Driving Co Ltd, renewal of floats at Immigration Wharf. *Vancouver (False Creek) B C*: McKenzie Barge & Derrick Co, *dredging. *Victoria B C*: Pacific Pile Driving Co Ltd, repairs & extension, Broughton St Wharf. *Uchuelet East B C*: I Ossinger, float renewal. *Yellowknife N W T*: O I Johnson Construction Ltd, construction of teacherage & houses.

Department of Transport

Big Duck Island N B: W C Titus & G H McLaughlin, construction of two dwellings & demolition work. *Bird Rocks Que*: Gaspé Equipment & Transport Co Ltd, construction of two dwellings, storage bldg & demolition work. *Cap de la Madeleine Que*: Armand Joncas, construction of two dwellings. *Father Point Que*: Belvedere Enterprises Inc, construction of dwelling. *Fox River Que*: J A Plourde, construction of operations bldg, staff dwellings, garage, receiver bldg & related work. *Lauzon Que*: Davie Shipbuilding Ltd, *construction of icebreaker, supply & buoy vessel. *Cabot Head Ont*: Thomas & Percy Spears, construction of dwelling. *Casselman Ont*: A Lanctot Construction Co Ltd, construction of radio beacon bldg & related work. *Smiths Falls Ont*: Howard S Clark, construction of radio beacon bldg & related work. *Welcome Island Ont*: E Anderson, construction of dwelling. *Churchill Man*: The Carter Construction Co Ltd, construction of apartment blocks & other bldgs. *Winnipeg Man*: North West Electric Co Ltd, construction of airport lighting facilities. *Beaverlodge Sask*: Standard Gravel & Surfacing of Canada Ltd, additional development at airport. *Swift Current Sask*: General Gravel Surfacing Co Ltd, additional development at airport. *Lethbridge Alta*: General Construction Co (Alta) Ltd, additional development at airport. *Merry Island B C*: Dunkley & Stewart Construction Co Ltd, construction of dwelling. *Terrace B C*: North Shore Construction Co Ltd, installation of airport lighting. *Yellowknife N W T*: Standard Gravel & Surfacing of Canada Ltd, additional development at airport.

Wages, Hours and Working Conditions

Average Weekly Salaries for Selected Office Occupations, 4 Cities, Oct. 1955

In metropolitan centres of Montreal, Toronto, Winnipeg and Vancouver, average salaries for office occupations in manufacturing increased slightly during 1955, mostly within range of 1 to 4 dollars a week

Average salaries for office occupations in manufacturing increased slightly during 1955 in the metropolitan centres of Montreal, Toronto, Winnipeg and Vancouver. Increases in the averages were mostly within the range of one to four dollars per week.

This was learned from returns from representative employers in the annual wage and salary survey at October 1, conducted by the Economics and Research Branch. Approximately 6,700 manufacturing establishments with about 200,000 office employees are covered by the survey.

The accompanying table shows the average weekly salaries for some 32 occupations in Montreal, Toronto, Winnipeg and Vancouver.⁽¹⁾ The number of clerical employees surveyed in 1955 are as follows: Montreal, 13,400; Toronto, 13,200; Winnipeg, 2,200; Vancouver, 2,000.

The average salaries for most occupations listed in the table are at relatively the same level for Montreal, Toronto and Vancouver, and slightly lower for Winnipeg. Highest average salaries for male occupations are for senior clerk and senior bookkeeper; for female occupations, for private secretary, senior clerk and senior bookkeeper. Among female occupations, junior typist, filing clerk and junior clerk have the lowest averages in the four cities.

No clear-cut pattern of salary increases seems applicable to office occupations from 1954 to 1955, except that averages for most occupations increased slightly in all four cities (for 1954 salaries, see *LABOUR GAZETTE*, Sept. 1955, p. 1075).

(1) A supplement to the report *Wage Rates and Hours of Labour in Canada* (Report number 38), to be published soon, will contain frequency distributions of office salaries for these four centres as well as averages and predominant ranges of salaries in 39 leading cities.

In several cases weekly salary increments amounted to from two to four per cent. A few of the averages for 1955 are slightly down from last year. The chief factor responsible for a lower average salary from year to year for one occupation is a change in the total number of employees reported at various salary rates. Such a change, in turn, is usually attributable in good part to shifts in employment in particular cities.

A comparison of the average weekly salaries for male office clerk, the largest occupational class, gives an indication of the salary trends in major cities in 1954 and 1955:

Male Office Clerks—Montreal

	1954	1955	Per cent change
	\$	\$	%
Senior clerk.....	71.92	75.40	+ 4.8
Intern. clerk.....	58.17	60.15	+ 3.4
Junior clerk.....	38.90	40.07	+ 3.0

Male Office Clerks—Toronto

	1954	1955	Per cent change
	\$	\$	%
Senior clerk.....	71.15	76.19	+ 7.1
Intern. clerk.....	56.78	57.85	+ 1.9
Junior clerk.....	43.01	43.56	+ 1.3

Male Office Clerks—Winnipeg

	1954	1955	Per cent change
	\$	\$	%
Senior clerk.....	68.83	70.53	+ 2.5
Intern. clerk.....	53.19	52.88	- 0.6
Junior clerk.....	36.62	38.83	+ 6.0

Male Office Clerks—Vancouver

	1954	1955	Per cent change
	\$	\$	%
Senior clerk.....	75.53	76.63	+ 1.5
Interm. clerk.....	58.34	60.74	+ 4.1
Junior clerk.....	38.56	42.89	+11.2

These figures indicate that salaries for office work increased slightly from 1954 to 1955, although no pattern of salary increase existed according to experience or skill of the different occupations in the four cities considered.

AVERAGE WEEKLY SALARIES FOR SELECTED OFFICE OCCUPATIONS IN MANUFACTURING, IN MONTREAL, TORONTO, WINNIPEG AND VANCOUVER OCTOBER 1, 1955

NOTE—Any monthly salaries reported were divided by 4 1/3 to convert to a weekly basis.

Occupation		Montreal	Toronto	Winnipeg	Vancouver
		\$	\$	\$	\$
Bookkeeper—Senior.....	Male	71 04	71 49	68 63	76 25
	Female	58 89	58 14	52 21	56 39
Junior.....	Male	53 21	58 29	48 84	58 85
	Female	44 91	47 45	40 53	46 22
Cost Accounting Clerk.....	Male	66 08	63 09	63 75	68 19
	Female	47 84	48 77	43 81	42 79
Filing Clerk.....	Male	37 98	40 91		
	Female	36 15	39 65	30 28	37 35
Machine Operator—Billing.....	Male	43 60	45 61	41 36	43 61
	Female	48 80	50 92	43 36	47 18
Bookkeeping.....	Male	47 30	48 50	41 43	48 24
	Female	43 76	47 47	35 21	42 88
Calculating.....	Male	52 72	51 58	59 80	
	Female	51 90	56 05	45 12	52 11
Key Punch.....	Male	59 45	60 79	54 03	63 12
	Female	44 32	44 09	36 85	42 49
Multilith.....	Male	75 40	76 19	70 53	76 63
	Female	58 55	55 81	45 56	51 35
Tabulating.....	Male	60 15	57 85	52 88	60 74
	Female	47 61	48 42	39 25	43 33
Material Record Clerk.....	Male	40 07	43 56	38 83	42 89
	Female	35 81	40 01	32 17	35 76
Office Clerk—Senior.....	Male	62 02	62 23	53 69	57 99
	Female	46 36	46 69	34 48	43 28
Intermediate.....	Male	60 64	61 10	54 42	65 53
	Female	47 48	49 17	41 23	47 95
Junior.....	Male	63 52	60 46	51 65	60 33
	Female	53 12	52 09	45 12	48 55
Order Clerk.....	Male	45 45	45 80	37 65	41 07
	Female	44 55	46 10	36 71	42 25
Payroll Clerk.....	Male	45 51	46 22	41 30	42 93
	Female	38 86	40 35	32 79	38 09
Secretary (Private Secretary).....					
Stenographer—Senior.....	Male				
	Female				
Junior.....	Male				
	Female				
Telephone—Switchboard Operator.....	Male				
	Female				
Typist—Senior.....	Male				
	Female				
Junior.....	Male				
	Female				

Working Conditions of Plant Employees

Greater proportion of plant workers on a five-day, 40-hour week in 1956 than in 1955. Trend continues towards longer vacations with a shortening of the service requirement and towards more paid holidays

The 1956 survey of working conditions reveals a greater proportion of plant workers on a five-day, 40-hour week, continuance of the trend towards longer vacations with a shortening of the service requirement, more paid statutory holidays, a widening in the practice of granting rest periods, and greater coverage under pension plans, group life insurance and wage loss insurance.

The proportion of workers in plants on a five-day week was over 85 per cent in 1956, noticeably higher than the previous year. Similarly, the proportion in plants having a schedule of 40 hours or less was greater in 1956 (62 per cent) than in 1955 (58 per cent). Fewer than 10 per cent of the workers in 1956 were in plants where 48 hours or more constituted a standard work week; this is a marked change from

SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees			
	April 1, 1956	April 1, 1955	April 1, 1954	April 1, 1953
Standard Weekly Hours—				
40 and under.....	62.1	57.9	52.8	43.3
Over 40 and under 44.....	11.2	11.5	13.9	15.3
44.....	5.8	6.8	7.7	10.1
45.....	9.5	11.2	12.5	15.4
Over 45 and under 48.....	1.7	1.8	1.7	2.0
48.....	6.0	7.1	7.2	9.6
Over 48.....	3.7	3.7	4.2	4.3
Employees on a 5-day week (1).....	85.5	83.9	82.5	78.5
Vacation with Pay—				
Employees in establishments reporting one week or more with pay after 1 year or less.....		99.7	99.2	99.3
Employees in establishments reporting two weeks with pay.....	92.3	92.4	92.0	92.6
Two Weeks with pay				
After: 1 year or less.....	15.5	15.6	15.5	14.9
2 years.....	11.5	11.4	10.3	9.6
3 years.....	27.9	27.0	25.5	22.5
5 years.....	33.7	34.7	35.2	40.4
Other.....	3.7	3.7	5.5	5.2
Employees in establishments reporting three weeks with pay.....	62.9	60.0	53.6	50.8
Three Weeks with pay				
After: less than 15 years.....	4.9	3.2	2.0	1.4
15 years.....	47.0	43.7	36.9	28.8
20 years.....	5.6	6.4	6.9	10.9
Other.....	5.4	6.7	7.8	9.7
Employees in establishments reporting four weeks with pay.....	10.2	6.8	5.0	4.0
Four Weeks with pay				
After: 25 years.....	7.6	5.8	4.1	3.3
Other.....	2.6	1.0	0.9	0.7
Paid Statutory Holidays—				
Employees in establishments reporting paid statutory holidays.....	93.8	94.4	93.6	94.7
Employees in establishments where the following numbers of statutory holidays are paid for:				
1 to 5.....	11.8	14.3	17.2	17.0
6.....	8.4	12.6	13.1	14.5
7.....	12.0	11.2	11.3	12.6
8.....	51.5	47.3	43.4	41.4
More than 8.....	10.1	9.0	8.6	9.2
Pension and Insurance Plans—				
Employees in establishments reporting:				
Pension plan.....	64.7	61.1	59.3	.....
Group life insurance.....	86.8	85.6	83.4	.....
Wage loss insurance.....	77.3	74.7	73.9	.....
Rest Periods				
Employees in establishments reporting rest periods.....	65.7	.....	61.7	.....
Employees in establishments reporting two periods of 10 minutes each.....	42.7	.....	42.7	.....
Group Hospital-Medical Insurance Plans				
Employees in establishments reporting:				
Hospitalization.....	(2)	86.5	86.5	.....
Surgical benefits.....	(2)	86.2	82.4	.....
Physicians' services in hospital.....	(2)	70.4	64.8	.....
Physicians' home and office calls.....	(2)	45.8	41.5	.....

(1) Includes a small number of employees of establishments reporting alternate schedules of 5 and 5½ days.

(2) Not yet available.

The annual survey of working conditions conducted by the Department in April each year covers almost all manufacturing establishments which have 15 or more employees. In 1956, replies were received from about 6,200 establishments employing a total of about 800,000 non-office and 205,000 office employees. Breakdowns by industry and by province

of the information contained in the accompanying table will be available in tabular form shortly. They may be obtained upon request to the Economics and Research Branch, Department of Labour. Subsequent issues of the LABOUR GAZETTE will contain more detailed analyses of some of the topics covered in the present article.

the situation a decade ago, when this proportion was close to one half.

Three-and four-week vacations were reported for a larger proportion of plant employees, 63 and 10 per cent compared with 60 and 7 per cent in 1955. For three weeks, 15 years was the most common service requirement and for four weeks it was 25 years. A comparison of the figures in the table shows a tendency towards a shortening of the service requirement for three weeks over the past four years.

More than 61 per cent of the employees covered in 1956 enjoyed eight or more paid statutory holidays. In 1953, just over 50 per cent were granted eight or more. The practice of permitting rest periods was reported by plants accounting for about two-thirds of the employees.

The proportions of workers in plants reporting pension plans, group life insurance and wage loss insurance were slightly higher in 1956 than those reported a year previously.

Prices and the Cost of Living*

Consumer Price Index, September 1956

Canada's consumer price index (1949=100) declined fractionally from 119.1 to 119.0 between August and September. In September last year the index stood at 116.8.

The food index, after a series of rather sharp increases since May of this year, declined to 115.5 from 115.9 in August. Prices for most fresh vegetables were lower, with a further large decrease for potatoes and a substantial decline in tomato prices bringing these two food items close to average September levels. Apple prices decreased and eggs were down slightly. However, most cuts of meats were up and coffee moved to a slightly higher level.

Small increases in both the rent and home-ownership indexes brought the shelter index from 133.0 to 133.1. Clothing price movements were minor in character, leaving the clothing index unchanged at 108.4. The household operation index rose from 116.8 to 117.1 as higher prices affected sub-groups for dry cleaning, furniture, floor coverings and utensils and equipment. Slightly lower prices for new automobiles were more than offset by increases for car repairs, local transportation fares and magazine subscriptions, moving the other commodities and services index from 121.3 to 121.4.

Group indexes one year earlier (September 1, 1955) were: food 113.7, shelter 130.0, clothing 107.8, household operation 115.9, and other commodities and services 117.9.

*See Tables F-1 and F-2 at back of book.

City Consumer Price Indexes, August 1956

Consumer price indexes (1949=100) were higher in eight of the ten regional cities between July and August 1956.

Increases in the Toronto, Edmonton-Calgary and Vancouver indexes were all smaller than the 0.5-per-cent increase in the Canada index; a 0.8-per-cent increase in the Ottawa index was slightly larger than the increase in the national index. Increases in the St. John's, Halifax and Saint John indexes, ranging from 1.3 to 1.9 per cent, were all substantially larger than the upward movement in the Canada index. The Montreal index showed a decline of 0.2 per cent while the index for Winnipeg was 0.5 per cent lower in August than in July.

Changes in the food indexes accounted for most of the change in the total indexes. In Montreal and Winnipeg, where the total indexes declined 0.2 and 0.5 per cent respectively, the food indexes decreased 0.4 and 1.9 per cent respectively. In the three eastern maritime cities, where the total indexes showed the greatest upward movements of the ten regional cities, the food indexes also showed sharp increases of 4.5 per cent in Halifax, 4.6 per cent in Saint John and 6.2 per cent in St. John's. The other five cities had increases in their food indexes ranging from 1.2 per cent in Saskatoon-Regina to 2.0 per cent in Ottawa.

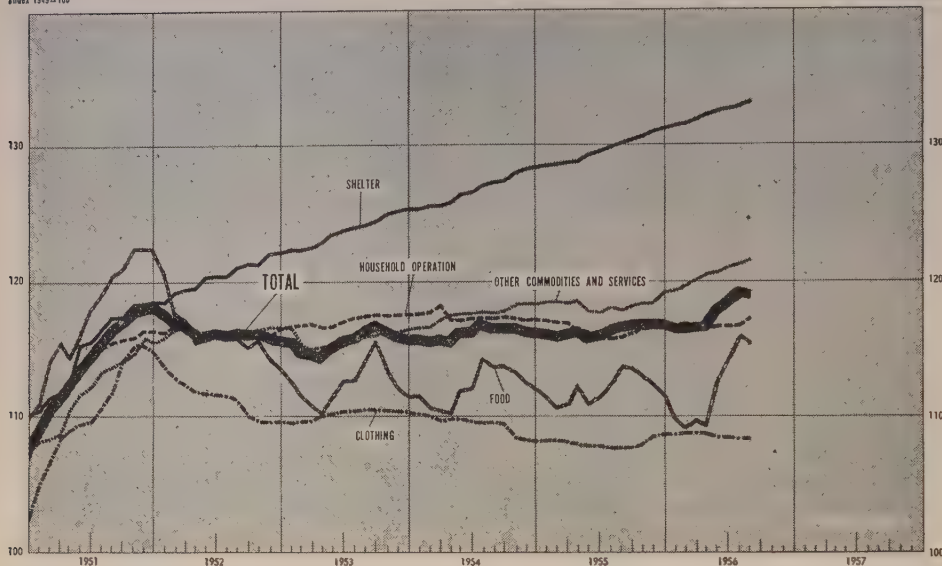
Regional consumer price index point changes between July and August were as follows: St. John's +2.1 to 110.2;* Halifax +1.6 to 117.6; Saint John +1.6 to 120.3; Ottawa +1.0 to 120.4; Saskatoon-Regina

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1951

Index 1949=100

Index 1949=100



+0.6 to 116.2; Toronto +0.5 to 122.0; Edmonton-Calgary +0.4 to 116.1; Vancouver +0.3 to 119.6; Winnipeg -0.6 to 117.0; Montreal -0.2 to 118.9.

Wholesale Prices, August 1956

Canada's general wholesale price index (1935-39=100) advanced 0.2 per cent to 227.0 in August from 226.6 in July. A year earlier it stood at 219.7. This marks the tenth consecutive month that the index has advanced.

The increase between July and August was mainly due to an increase in iron and steel products. This group advanced 3.3 per cent to 243.8 from 235.9. Of the remaining seven major component groups, three advanced, three receded and one remained unchanged.

Fibres, textiles and textile products moved up 0.6 per cent to 230.1, animal products rose 0.5 per cent to 234.0, and increases in aluminum ingot, silver and tin offset a decrease in copper and moved non-ferrous metals up 0.1 per cent to 195.4.

Non-metallic minerals remained unchanged at 180.3 when increases in bricks and crushed stone balanced decreases in building stone and sulphur.

Chemicals and allied products receded 0.1 per cent to 180.9 due to a decrease in ammonium nitrate. A drop of 2 per

cent in vegetable products to 198.6 was caused mainly by a seasonal decrease in potato prices. Wood, wood products and paper fell 0.2 per cent to 303.8.

The index of Canadian farm product prices at terminal markets (1935-39=100) declined 5.4 per cent to 214.4 from 226.6, reflecting substantial losses in the field products group, which recorded a drop of 13.1 per cent to 171.1 from 196.9. A major factor was the seasonal readjustment of potato prices, particularly on eastern markets. The animal products index was fractionally higher in the same period, rising 0.5 per cent to 257.6 from 256.4.

The index of residential building material prices (1935-39=100) remained virtually unchanged at 293.8 in August, only one-tenth point under July. Decreases in the prices of fir timber and cedar shingles were almost balanced by increases for a few steel and steel product items.

The non-residential building materials price index (1949=100), advanced 1.7 per cent during August to 129.3 from 127.1. Chiefly responsible for the increase were higher prices for steel component items, reflected mainly in the steel and metal work and plumbing and heating group indexes. The cement, sand and gravel group was also slightly higher, while

moderate decreases were reported for building stone and structural lumber.

U.S. Consumer Price Index, August 1956

The United States consumer price index (1947-49=100) dipped 0.2 per cent between mid-July and mid-August, registering its first decline in seven months. The index for August stood at 116.8, a figure 2 per cent above that of August last year (114.5) but 0.2 per cent below the record 117 recorded in July this year.

U.K. Index of Retail Prices, July 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined from 102.4 in mid-June to 102.0 in mid-July, the third consecutive drop in the Ministry of Labour's index.

The drop from 102.7 to 102.5 between mid-April and mid-May was the first since revision of the index to its new base. Then, between mid-May and mid-June, it declined to 102.4.

Strikes and Lockouts

Canada, August 1956*

A substantial number of strikes and lockouts involving comparatively few workers brought the total number of stoppages in existence during August to the highest figure for any month since July 1952. Nineteen of the 52 disputes in August involved fewer than 50 workers in each case.

Preliminary figures for August 1956 show a total of 52 strikes and lockouts in existence, involving 13,463 workers, with a time loss of 87,710 man-working days, compared with 39 strikes and lockouts in July 1956, with 9,193 workers involved and a loss of 57,820 days. In August 1955 there were 26 strikes and lockouts, 6,449 workers involved and a loss of 92,225 days.

For the first eight months of 1956 preliminary figures show a total of 167 strikes and lockouts, involving 69,686 workers, with a time loss of 959,875 days. In the same period in 1955 there were 113 strikes and lockouts, 33,947 workers involved and a loss of 556,985 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in August 1956 was 0.10 per cent of the estimated working time; July 1956, 0.07 per cent; August 1955, 0.11 per cent; the first eight months of 1956, 0.14 per cent; and the first eight months of 1955, 0.08 per cent.

The demand for increased wages was a factor in 30 of the 52 stoppages in existence during August. Of the other disputes, eight arose over employment, layoff and suspension of workers; six over union questions; four over causes affecting conditions of work; two over reduced wages; and two were sympathy stoppages.

Of the 52 stoppages in existence during August, six were settled in favour of employees, three in favour of the employer, 11 were compromise settlements and eight were indefinite in result, work being resumed pending final settlement. At the end of the month 24 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, on April 20, 1955.)

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*).

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in June 1956 was 205 and 29 were still in progress from the previous month, making a total of 234 during the month. In all stoppages of work in progress, 37,900 workers were involved and a time loss of 138,000 days caused.

*See Tables G-1 and G-2 at back of book.

Of the 205 disputes leading to stoppages of work that began in June, 19, directly involving 5,500 workers, arose over demands for advances in wages, and 71, directly involving 9,700 workers, over other wage questions; four, directly involving 400 workers, over questions as to working hours; 14, directly involving 1,500 workers, over questions respecting the employment of particular classes or persons; 96, directly involving 13,600 workers, over other questions respecting working arrangements; and one, directly involving 100 workers,

was in support of workers involved in another dispute.

United States

Preliminary figures for July 1956 show 400 work stoppages resulting from labour-management disputes beginning in the month, involving 620,000 workers. The time loss for all work stoppages in progress during the month was 13,600,000 days. Corresponding figures for June 1956 were 350 stoppages, 115,000 workers and a loss of 2,100,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 98.

Accident Prevention

1. GREAT BRITAIN. NATIONAL JOINT ADVISORY COUNCIL. *Industrial Accident Prevention; a Report of the Industrial Safety Sub-Committee of the National Joint Advisory Council*. London, H.M.S.O., 1956. Pp. 36. Dame Mary Smieton, chairman of Sub-Committee.

The Sub-Committee was appointed to examine the problem of accidents in factories and other places of industrial employment subject to the Factories Acts and to recommend to the Council on ways and means of cutting down the accident rate.

2. INTERNATIONAL LABOUR OFFICE. *Safety in the Construction Industry*. Second Item on the Agenda. Geneva, 1955. Pp. 140.

At head of title: Report 2. International Labour Organization. Building, Civil Engineering and Public Works Committee. 5th sess., Geneva, 1956.

This report points out what has been done and what remains to be done by governments and by employers and workers to promote safety in the construction industry.

Annual Reports

3. AUSTRALIA. PUBLIC SERVICE BOARD. *Thirty-First Report on the Public Service of the Commonwealth . . .* Canberra, Government Printer, 1955. Pp. 27.

4. AUSTRALIAN STEVEDORING INDUSTRY BOARD. *Sixth Report with Financial Accounts, Year ended 30th June 1955*. Sydney, 1956. Pp. 57.

5. BRITISH COLUMBIA. CIVIL SERVICE COMMISSION. *Report from January 1st to December 31st, 1955*. Victoria, Queen's Printer, 1956. Pp. 36.

6. BRITISH COLUMBIA. DEPARTMENT OF TRADE AND INDUSTRY. *Report for the Year ended December 31st, 1955*. Victoria, Queen's Printer, 1956. Pp. 62.

7. BRITISH GUIANA. COMMISSIONER OF LABOUR. *Annual Report for the Year 1952*. Georgetown, 1956. Pp. 46.

8. BRITISH IRON AND STEEL FEDERATION. *Annual Report, 1955*. London, 1956. Pp. 54.

9. BUREAU OF RAILWAY ECONOMICS, WASHINGTON, D.C. *A Review of Railway Operations in 1955*. Washington, 1956. Pp. 43.

10. CANADA. BUREAU OF STATISTICS. *Canada, 1956; the Official Handbook of Present Conditions and Recent Progress*. Ottawa, Queen's Printer, 1956. Pp. 313.

11. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *Report, 1955*. Ottawa, Queen's Printer, 1956. Pp. 55.

12. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First Item on the Agenda. Geneva, 1956. Pp. 130.

At head of title: Report 1. International Labour Conference. Thirty-Ninth Session, Geneva, 1956.

Contents: The Labour and Social Situation. Rural-Urban Employment Relationship. Activities of the ILO.

13. MANITOBA. CIVIL SERVICE SUPERANNUATION BOARD. *The Manitoba Civil Service Superannuation Fund; Sixteenth Annual Report for the Fiscal Year ending 31st March, 1955.* Winnipeg, 1955. Pp. 17.

14. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Government in Economic Life* by Solomon Fabricant. Thirty-Fifth Annual Report. New York, 1955. Pp. 78. A Record of 1954 and Plans for 1955.

15. NATIONAL INSTITUTE OF HOUSEWORKERS. *Annual Report, 1955-56.* London, 1956. Pp. 7.

16. ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS. *Thirty-First Annual Report, 1954-55.* London, 1955. Pp. 28.

17. SASKATCHEWAN. DEPARTMENT OF SOCIAL WELFARE AND REHABILITATION. *Annual Report for the Fiscal Year April 1, 1954 to March 31, 1955.* Regina, Queen's Printer, 1956. Pp. 91.

18. SOUTH AUSTRALIA. FACTORIES AND STEAM BOILERS DEPARTMENT. *Annual Report for the Year ended 31st December 1954.* Adelaide, Government Printer, 1955. Pp. 28.

19. U.S. INTERSTATE COMMERCE COMMISSION. BUREAU OF TRANSPORT ECONOMICS AND STATISTICS. *Accident Bulletin, No. 121. Summary and Analysis of Accidents on Steam Railways in the United States subject to the Interstate Commerce Act, Calendar Year 1952.* Washington, G.P.O., 1953. Pp. 95.

20. U.S. INTERSTATE COMMERCE COMMISSION. BUREAU OF TRANSPORT ECONOMICS AND STATISTICS. *Sixty-Seventh Annual Report on the Statistics of Railways in the United States for the Year ended December 31, 1953...* Washington, G.P.O., 1956. Pp. 616.

21. UTTAR PRADESH, INDIA. CHIEF INSPECTOR OF FACTORIES. *Annual Report on the Working of the Factories Act, 1948 in the State of Uttar Pradesh for the Year 1953.* Allahabad, 1955. Pp. 115.

Automation

22. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Automation; a Report on the Technical Trends and Their Impact on Management and Labour.* London, H.M.S.O., 1956. Pp. 106.

This report discusses automatic control systems and electronic computers. It describes some of the advantages and disadvantages of automation.

23. MITCHELL, DONALD G. *Opportunities Unlimited; the Story of Mechanization in the Electronics Industry.* Abstract of a Statement before the subcommittee on Economic Stabilization of the Joint Congressional Committee on the Economic Report, Washington, D.C., October 18, 1955. New York, Sylvania Electric Products, Inc., 1955. Pp. 26.

The author is chairman and president, Sylvania Electric Products, Inc.

24. U.S. BUREAU OF LABOR STATISTICS. *A Case Study of a Company Manufacturing Electronic Equipment.* Washington, 1955. Pp. 20.

This study describes automatic production methods at a company manufacturing electronic equipment. It describes what changes have occurred, the effects on employment, production and working conditions and tells of some of the adjustments made by management and labor.

25. U.S. BUREAU OF LABOR STATISTICS. *The Introduction of an Electronic Computer in a Large Insurance Company.* Washington, 1955. Pp. 16, 3.

"This study describes the introduction of an electronic computer in a large life insurance company. It describes the nature of the innovation, indicates some of its effects on employment, productivity and working conditions, and outlines the methods of adjustment adopted by management."

Congresses and Conventions

26. BRITISH COLUMBIA FEDERATION OF LABOUR. *Proceedings, Twelfth Annual Convention, November 19th and 20th, 1955, Vancouver, B.C.* Vancouver, 1955. Pp. 84, 20.

27. CONGRESS OF IRISH UNIONS. *Eleventh Annual Meeting; Being the Report of the Central Council and the Report of the Proceedings of the Eleventh Annual Meeting held at Cork, July 18th, 1955, and Following Days.* Dublin, 1955. Pp. 198.

28. INTERNATIONAL FEDERATION OF UNIONS OF EMPLOYEES IN PUBLIC AND CIVIL SERVICES. *Report of the Congress held at Zurich, Switzerland, July 5-7, 1955.* London, 1955. Pp. 37, 7.

29. INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES. *Report of Proceedings of 19th Annual Meeting, St. Louis, Missouri, September 22-25, 1955.* Washington, 1956? Pp. 122.

30. ONTARIO FEDERATION OF LABOUR. *Proceedings, Thirteenth Annual Convention.* Toronto, 1956. Pp. 6, 13.

31. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the 43rd Annual Convention held in... Regina, May 16, 17 and 18, 1956.* Regina, 1956. Pp. 118.

Economic Conditions

32. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Economic Development Abroad and the Role of American Foreign Investment; a Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development.* New York, 1956. Pp. 35.

33. U.S. BUREAU OF LABOR STATISTICS. *Economic Sector Indexes, January 1947-July 1955.* Washington, 1955. Pp. 20.

At head of title: Wholesale price index series (1947-49=100).

Economics

34. COUNCIL FOR ADVANCEMENT OF SECONDARY EDUCATION. *Requisites for Economic Literacy.* Washington, 1956. Pp. 29.

At head of title: Study on Economic Education of the Council for Advancement of Secondary Education.

The authors state that the term "economic literacy" is used "to denote the possession of that basic equipment in economic understanding and skills needed by the citizen for intelligent and responsible participation in the everyday activities of a modern economy."

35. SCHOEFFLER, SIDNEY. *The Failure of Economics, a Diagnostic Study.* Cambridge, Harvard University Press, 1955. Pp. 254.

The author says that professional economists are unable to make dependable predictions. He asserts that in the field of public policy the most sensible recommendations are often made by businessmen or government officials whose training has been in some field other than economics.

Education

36. AMERICAN FEDERATION OF TEACHERS. COMMISSION ON EDUCATIONAL RECONSTRUCTION. *Organizing the Teaching Profession; the Story of the American Federation of Teachers.* Glencoe, Ill., Free Press, 1955. Pp. 320.

"This book tells the story of the founding and the development of a national organization of teachers..."

37. GREAT BRITAIN. MINISTRY OF EDUCATION. *Technical Education.* London, H.M.S.O., 1956. Pp. 43.

Presented to Parliament by the Minister of Education and the Secretary of State for Scotland.

This pamphlet points out the need for training more British scientists, engineers and technicians in order to keep pace with other countries.

38. KATZ, JOSEPH, ED. *Canadian Education Today; a Symposium.* Toronto, McGraw-Hill, 1956. Pp. 243.

This symposium shows the aims and problems of Canadian education and describes educational institutions from pre-school to university.

39. WALL, W. D. *Education and Mental Health; a Report based upon the Work of a European Conference by UNESCO at the Musée Pédagogique in Paris November-December 1952.* Paris, UNESCO, 1955. Pp. 347.

This publication summarizes the results of the Regional Conference on Education and the Mental Health of Children in Europe, Paris, 27 November to 17 December 1952.

Education, Vocational

40. BIRMINGHAM PRODUCTIVITY ASSOCIATION. *Gaining Skill... A Report of an Investigation into the Training of Industrial Apprentices in Western Germany.* Birmingham, 1955. Pp. 57.

The Association sent a team to West Germany "to investigate, examine and report on the operation of craft apprenticeship training schemes in West German factories, and on the certification procedure for skilled workers."

41. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Vocational Education and Training in Britain.* London, 1955. Pp. 14, 3.

42. SUPER, DONALD EDWIN. *Appraising Vocational Fitness by Means of Psychological Tests.* 1st ed. New York, Harper, 1949. Pp. 727.

Partial Contents: Testing and Diagnosis in Vocational Guidance. Testing and Prediction in Vocational Selection. Methods of Test Construction, Standardization, and Validation. The Nature of Aptitudes and Aptitude Tests. Test Administration and Scoring. Intelligence. Proficiency. Clerical Aptitude. Perceptual Speed. Manual Dexterities. Mechanical Aptitude. The Nature of Interests. Personality, Attitudes, and Temperament. Using Test Results in Counselling.

Efficiency, Industrial

43. ASSOCIATION OF BRITISH CHEMICAL MANUFACTURERS. *Notes on Work Study. No. 1, How to start.* London, 1955? Pp. 9.

Work Study is recommended as a means of increasing productivity. Suggestions are made concerning its introduction and application in the plant.

44. EDWARDS, RONALD STANLEY. *Science, Management, and Modern Industry.* A Lecture delivered in Melbourne, Sydney, and Hobart in September-October 1954

under the auspices of the Commonwealth Scientific and Industrial Research Organization in association with the Australian Institute of Management (Melbourne Division), the Chamber of Manufacturers of New South Wales, and various learned societies in Hobart. Melbourne, Commonwealth Scientific and Industrial Research Organization, 1955. Pp. 12.

Employment Management

45. ARIZONA PUBLIC SERVICE COMPANY. *Supervisory Conference Program; How to develop an In-Plant Supervisory Conference Program.* Chicago, Dartnell Corporation, 1955. Pp. 32.

This is the conference program adopted by Arizona Public Service Company for its supervisors. All management people from foremen to the president participate.

46. DARTNELL CORPORATION, CHICAGO. *Trends in Vacation Policies, 1956.* Chicago, 1956. Pp. 25.

This report, based on replies to questionnaires sent to 225 companies, shows a trend towards more generous vacation policies.

47. RESEARCH INSTITUTE OF AMERICA, INC. *How to handle a Hot Potato; Grievances, Complaints, Gripes.* New York, 1955. Pp. 8.

Labour Laws and Legislation

48. LORENTSEN, EDITH. *Fifty Years of Labour Legislation in Canada*, by Edith Lorentsen and Evelyn Woolner. Ottawa, Dept. of Labour, 1950. Pp. 47.

Reprinted from the LABOUR GAZETTE, Sept. 1950.

49. U.S. NATIONAL LABOR RELATIONS BOARD. *Rules and Regulations, Series 6, as amended and Statements of Procedure. Labor Management Relations Act, 1947 as amended October 22, 1951.* Washington, G.P.O., 1956. Pp. 84.

Labour Organization

50. MEANY, GEORGE. *What Organized Labor expects of Management*, by George Meany; *What Management expects of Organized Labor*, by Charles R. Sligh. New York, National Association of Manufacturers, 1956. Pp. 19.

These are two talks delivered at the Congress of American Industry held in New York in December 1955.

51. TRADES UNION CONGRESS. *What the T.U.C. is doing. Spring 1956.* London, 1956. Pp. 48.

Labouring Classes

52. BRYN MAWR COLLEGE. SUMMER SCHOOL FOR WOMEN WORKERS IN INDUSTRY. *Labor. Drama.* Experiments in Labor Dramatics at the Bryn Mawr Summer School for Women Workers in Industry. Bryn Mawr, Penn., 1932. Pp. 35.

53. EDITORIAL RESEARCH REPORTS. *Forced Labor and Slavery*, by William T. Stone. Washington, 1955. Pp. 199-216.

A survey of forced labor in the world today.

54. HECHT, JEAN. *The Domestic Servant Class in Eighteenth-Century England.* London, Routledge & Kegan Paul, 1956. Pp. 240.

Domestic servants formed one of the largest occupational groups in 18th century England. This book discusses among other things: sources from which servants were drawn, the means by which they were recruited, the reasons why they entered domestic service, their working conditions, their rewards and what happened to them in later life.

55. U.S. BUREAU OF LABOR STATISTICS. *Labour Conditions in the Soviet Union; Selected Studies.* Washington, 1955. Pp. 53.

The articles in this pamphlet "describe the Soviet emphasis on heavy industry at the expense of consumer goods production, the government's control and direction of the labor force, the fettered role of trade unions with their imposed collective agreements, the determination of hours of labor and vacations by government fiat, the criminal penalties imposed for violations of labor discipline, and the low purchasing power of the majority of workers." Cf. Preface.

56. U.S. BUREAU OF LABOR STATISTICS. *Legislation and Practices relating to the Employment of Industrial Production Workers in Belgium, France, Italy, Portugal, and Spain.* Washington, 1955. Pp. 23.

The material in this pamphlet is based on information published in the foreign and domestic press, and on reports from U.S. foreign service officers stationed abroad.

Municipal Employees

57. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Ascertainment of Representative Status for Organizations of Public Employees*, by Estelle M. Karpf. New York, 1955. Pp. 14.

The extent of a labor organization's following among eligible employees in a particular unit may be ascertained in three ways. These are: the election, the check-off, and the card check.

58. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Collective Agreement in Public Employment*. New York, 1955. Pp. 25.

"This study is concerned with the question of the manner in which the understanding arrived at in negotiations with the City (i.e. New York City) should be acknowledged, recognized, or formalized."

59. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Collective Bargaining Process in Public Employment*. New York, 1955. Pp. 18.

This study examines the extent to which municipal employees should be allowed to participate in the formulation of terms and conditions of employment.

60. NEW YORK (CITY). DEPARTMENT OF LABOR. *Extent of Recognition and the Bargaining Unit in Public Employment*, by Sidney W. Salsbury. New York, 1955. Pp. 31.

This report is based on a questionnaire which the New York City Department sent to 240 municipal, county, state and federal employers who (the Department of Labor believed) were engaging in collective bargaining with labor unions.

61. NEW YORK (CITY). DEPARTMENT OF LABOR. *Government as Employer-Participant in the Collective Dealing Process*. New York, 1955. Pp. 22.

This study examines the questions: Who will represent the municipality in dealing collectively with its employees and how much authority will these employer representatives have.

62. NEW YORK (CITY). DEPARTMENT OF LABOR. *Organization and Recognition of Supervisors in Public Employment*. New York, 1955. Pp. 28.

This study examines the question of allowing supervisory municipal employees to organize and bargain collectively because of the conflict with their managerial positions.

63. NEW YORK (CITY). DEPARTMENT OF LABOR. *Recognition of Organized Groups of Public Employees*, by Ida Klaus. New York, 1955. Pp. 26.

A survey of American municipal government attitudes regarding collective bargaining and union membership among municipal employees.

64. NEW YORK (CITY). DEPARTMENT OF LABOR. *Report on the Experience of New York City Municipal Agencies in the Operation of Their Grievance Procedures and Joint Labor Relations Committees established pursuant to the Mayor's Interim Order on the Conduct of Relations between*

the City of New York and its Employees covering the Period from July 1954 to December 1955. New York, 1956. Pp. 24, 4.

This report is based on the responses to a questionnaire sent to 39 municipal agencies to elicit information regarding agency experience with grievance procedures and joint labor relations committees.

65. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Right of Public Employees to Organize, in Theory and in Practice*, by Ida Klaus. New York, 1955. Pp. 21.

A survey of the unionization of municipal employees in the U.S.

66. NEW YORK (CITY). DEPARTMENT OF LABOR. *Unresolved Disputes in Public Employment*. New York, 1955. Pp. 29.

This study examines the problems raised when municipal officials and employees fail to agree in their negotiation.

Occupations

67. NEW YORK (STATE). WOMAN'S PROGRAM. *So You want to be a Caterer*. [Albany? n.d., 1955?] Pp. 16.

68. U.S. FOREST SERVICE. *Careers in Forestry*. Rev. ed. Washington, G.P.O., 1955. Pp. 22.

"This publication deals primarily with careers in technical forestry, the practice of which calls for professional training."

Office Management

69. CANADA. CIVIL SERVICE COMMISSION. ORGANIZATION AND METHODS SERVICE. *Manual of Transcribing and Typing Services*. Ottawa, Queen's Printer, 1956. Pp. 28.

"This manual is intended as a guide for improving the operation of transcribing and typing services, in offices throughout the Government." Cf. Introduction.

70. DARTNELL CORPORATION, CHICAGO. *How 79 Companies handle Stenographic Pools; a Personnel Administration Service Feature*. Chicago, 1955? Pp. 12, 38.

United Nations

71. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *Canada and the United Nations, 1954-55*. Ottawa, Queen's Printer, 1956. Pp. 118.

72. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. *Official Records, Resumed 20th Session, 5-15 December 1955*. New York, 1956. Pp. 213-233.

73. UNITED NATIONS. SOCIAL COMMISSION. *Report of the 10th Session, 2-20 May, 1955.* New York, 1955. Pp. 27.

Economic and Social Council. Official Records: 20th Session. Supplement No. 9.

Wages and Hours

74. GREVE, FLORENCE ROEHM. *A Survey of 1955-56 Teacher Salary Schedules in 933 U.S. Cities with Populations of 10,000 or Over. Compiled from Figures furnished by the Respective Superintendents of Schools in These Cities.* Chicago, American Federation of Teachers, 1956. Pp. 25.

75. GREVE, FLORENCE ROEHM. *I. Survey of Salaries paid in Representative American Universities and Teacher Training Schools. II. Survey of Salaries paid in Junior Colleges in the United States.* Compiled from Figures furnished by the Presidents of the Respective Institutions. Chicago, American Federation of Teachers, 1956. Pp. 12, 8.

76. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISION. *Earnings Data Pertinent to a Review of the Salary Tests for Executive, Administrative and Professional Employees as defined in Regulations, Part 541.* Washington, 1955. Pp. 77.

Partial Contents: Trend in Income and Earnings, 1949-1955. Earnings of Executive, Administrative and Professional Types of Employees, 1955. Earnings of Production Workers and Clerical Employees, 1955.

Women—Employment

77. CANADA. WOMEN'S BUREAU. *The Women's Bureau of the Department of Labour, Canada.* Ottawa, Queen's Printer, 1955. Leaflet.

78. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Women in Britain.* London, 1955. Pp. 12, 4.

79. HOURWICH, ANDRIA TAYLOR, ed. *I am a Woman Worker, a Scrapbook of Autobiographies.* A Collection of Stories by Workers of Their Own Experiences in Industry written while in Attendance at One of the Affiliated Schools, The Bryn Mawr Summer School for Women Workers in Industry, The School for Workers in Industry at the University of Wisconsin, The Southern Summer School for Women Workers in Industry, The Vineyard Shore Workers School. Edited by Andria Taylor Hourwich and Gladys L. Palmer. New York, Affiliated Schools for Workers, c1936. Pp. 152.

This booklet contains short autobiographical accounts of some women workers in the U.S. during the depression.

Contents: Getting a job. Life in the Factory. Open Shops and Company Unions. Trade Unions and Organized Shops. On Strike!

Women—Legal Status, Laws, etc.

80. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *The Convention on the Political Rights of Women; History and Commentary.* New York, 1955. Pp. 46.

"This Convention is...the first instrument of international law aiming at the granting and at the protection of women's rights on a world-wide basis." Cf. Introduction.

81. UNITED NATIONS. DEPARTMENT OF SOCIAL AFFAIRS. *The Road to Equality; Political Rights of Women.* New York, United Nations, Dept. of Social Affairs, Division of Human Rights, 1953. Pp. 21.

The material in this pamphlet "is arranged to show the chronological development of the movement towards equal political status in eighty-one sovereign States, some of which have only recently achieved independence."

Workmen's Compensation

82. BRITISH COLUMBIA. WORKMAN'S COMPENSATION BOARD. *Thirty-Ninth Annual Report, Year ended December 31st, 1955.* Victoria, Queen's Printer, 1956. Pp. 38.

83. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1955.* Winnipeg, 1956. Pp. 31.

84. QUEBEC (PROVINCE). WORKMEN'S COMPENSATION COMMISSION. *Financial Report as at December 31st, 1955.* Quebec, 1956. Pp. 28.

Miscellaneous

85. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *British Columbia Facts and Statistics, 1955.* Victoria, 1956. Pp. 40.

86. CANADA. BUREAU OF STATISTICS. *Advertising Expenditure in Canada, 1954.* Ottawa, Queen's Printer, 1956. Pp. 14.

"The advertising expenditures which are included in this survey are made up of the advertising revenues of the various media, the commissions of advertising agencies, and the internal expenditures of large advertisers."

87. CLARK, FREDERICK LEGROS. *The Employment Problems of Elderly Men; an Inquiry based on Ministry of Labour and National Service Records into the Transfer with Age to Lighter or Alternative Jobs.* London, Nuffield Foundation, 1956. Pp. 26.

At head of title: Second Report on 'Alternative Work' in Later Life.

This is a study of 537 men aged 60 or over who were placed by the Employment Exchanges in light jobs in factories or in occupations considered suitable for older men.

88. EUROPEAN PRODUCTIVITY AGENCY. *Productivity Measurement. II. Plant Levels; Measurements, Methods and Results*. Project No. 235. Paris, 1956. Pp. 194.

This volume tells of the methods used in European countries for measuring productivity. It also contains a comparison of results obtained in different European countries.

89. NATIONAL CHILD LABOR COMMITTEE, NEW YORK. *Y.E.W. (Youth Employment Week)—Youth and You*. New York, 1955. Pp. 16.

The observation of a "youth employment week" focuses the attention of employers and the public on the need for vocational guidance and counseling for young people entering the labor market for the first time.

90. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *The Organization for European Economic Co-Operation, History and Structure*. 5th ed. Paris, 1956. Pp. 46.

91. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Disability Retirement in Industrial Plans*, by W. Michael Blumenthal. Princeton, 1956. Pp. 62.

This study "presents a survey of current practices and experience with premature disability retirement in leading companies. Its objective is to show what has already been accomplished in this field and what the major problems are likely to be in implementing effective programs." Cf. Foreword.

92. QUEBEC (CITY). UNIVERSITÉ LAVAL. ÉCOLE DE SERVICE SOCIAL. *La Réhabilitation des Handicapés Physiques et Mentaux; Résumé des Cours donnés à l'occasion d'une Session d'Étude tenue à l'Université Laval sous les Auspices de la Commission d'Assurance Chômage et du Service National de Placement. 18 avril au 13 mai 1955*. Quebec, Université Laval, 1955. Pp. 214.

Partial Contents: La Réhabilitation, définition et doctrine, par E. Guay. La réhabilitation médicale par Dr. B. Boucher. La réhabilitation des opérés, par Dr. A.

Gravel. La fatigue industrielle, par Dr. B. Bellemare. Limites de la réhabilitation, par Dr. C. A. Martin. Rôle du psychisme et de la psychiatrie dans la réhabilitation, par Dr. Martin. La réhabilitation psychologique, par R. Maranda.

93. SOUTH AFRICA. OFFICE OF CENSUS AND STATISTICS. *Occupations and Industries of the European, Asiatic, Coloured and Native Population*. Pretoria, Government Printer, 1955. Pp. 219.

At head of title: Population Census, 7th May, 1946. Volume 5. In English and Afrikaans.

94. U.S. BUREAU OF EMPLOYMENT SECURITY. *Comparison by State Unemployment Insurance Laws as of December 1955*. Washington, G.P.O., 1956. Pp. 141.

95. U.S. EMERGENCY BOARD (CARRIERS AND EMPLOYEES, 1955). *Report to the President by the Emergency Board appointed by Executive Order 10615 dated June 17, 1955, pursuant to Section 10 of the Railway Labor Act, as amended, to investigate a Dispute between Certain Carriers represented by the Eastern, Western and Southeastern Carriers' Conference Committees, and Certain of Their Employees represented by the Brotherhood of Locomotive Firemen and Enginemen*. NMB Case No. A-4854. Washington, D.C., July 30, 1955. No. 110. Washington, G.P.O., 1955. Pp. 96.

The dispute involved requests by the union for wage increases and requests by the carriers for changes regarding train crews in the contract rules. The Board was unable to settle the dispute.

96. U.S. SMALL BUSINESS ADMINISTRATION. *Small Business Administration; What it is; What it does*. Washington, G.P.O., 1953. Pp. 14.

97. WIENER, NORBERT. *The Human Use of Human Beings; Cybernetics and Society*. Boston, Houghton Mifflin, 1954. Pp. 199.

"It is the thesis of this book that society can only be understood through a study of the messages and the communication facilities which belong to it; and that in the future development of these messages and communications facilities, messages between man and machines, between machines and men, and between machine and machine, are destined to play an ever-increasing part." Cf. p. 16.

Industrial employment, weekly payrolls and average weekly salaries and wages reached new peaks at the beginning of July, the Dominion Bureau of Statistics has reported. The general employment index (1949=100) rose 3.4 per cent to 123.8; the weekly payrolls stood at 186.9 and weekly wages and salaries averaged out at \$64.56, up from \$63.93 a month earlier.

Labour Statistics

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 21, 1956

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,891	115	444	1,632	2,166	1,046	488
Agricultural.....	898	*	59	184	244	377	30
Non-Agricultural.....	4,993	111	385	1,448	1,922	669	458
Males.....	4,544	99	349	1,294	1,599	832	371
Agricultural.....	837	*	54	180	224	348	27
Non-Agricultural.....	3,707	95	295	1,114	1,375	484	344
Females.....	1,347	16	95	338	567	214	117
Agricultural.....	61	*	*	*	20	29	*
Non-Agricultural.....	1,286	16	90	334	547	185	114
All Ages.....	5,891	115	444	1,632	2,166	1,046	488
14—19 years.....	733	15	54	233	251	130	50
20—24 years.....	736	16	59	230	252	132	47
25—44 years.....	2,622	54	188	734	968	457	221
45—64 years.....	1,568	28	121	387	604	281	147
65 years and over.....	232	*	22	48	91	46	23
<i>Persons with Jobs</i>							
All status groups.....	5,789	111	431	1,590	2,137	1,038	482
Males.....	4,464	95	338	1,262	1,577	826	366
Females.....	1,325	16	93	328	560	212	116
Agricultural.....	897	*	59	184	243	377	30
Non-Agricultural.....	4,892	107	372	1,406	1,894	661	452
Paid Workers.....	4,492	93	337	1,275	1,757	619	411
Males.....	3,304	80	258	971	1,246	443	306
Females.....	1,188	13	79	304	511	176	105
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	102	*	13	42	29	*	*
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,823	144	440	1,402	1,534	862	441
Males.....	786	34	85	202	230	143	92
Females.....	4,037	110	355	1,200	1,304	719	349

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended July 21, 1956		Week Ended June 23, 1956		Week Ended July 23, 1955	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	111	100	130	121	165	153
Without Jobs.....	102	93	117	110	150	140
Under 1 month.....	45	—	50	—	54	—
1—3 months.....	35	—	33	—	47	—
4—6 months.....	10	—	17	—	19	—
7—12 months.....	*	—	10	—	18	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	*	*	13	11	15	13
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1955 1st Six Months.....	1,853	11,488	30,949	8,218	5,909	58,417	31,994
1956 1st Six Months.....	1,629	13,273	39,392	8,066	7,564	69,924	39,131

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1955 1st Six Months..	4,112	2,878	697	1,086	4,604	4,986	289	8,814	4,587	206	32,259
1956 1st Six Months..	4,322	4,336	1,030	1,747	5,800	4,465	475	12,901	4,826	187	40,089

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1955—June.....	80	344	85	281	262	38	1,090
July.....	83	343	86	284	251	38	1,085
August.....	85	351	93	284	256	38	1,107
September.....	84	354	94	287	266	38	1,123
October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70R	284	266	39	1,094R
April.....	68	371	79R	291	277	40	1,126R
May.....	78	377	92R	301	281	40	1,169R
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,807,582

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls. (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	123.8	186.9	150.3	64.56	117.8	180.3	152.2	66.92

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(The latest figures are subject to revision)

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955
(a) Provinces						
Newfoundland.....	146.2	133.5	138.4	58.96	56.00	55.53
Prince Edward Island.....	115.7	111.9	118.2	48.06	49.24	45.33
Nova Scotia.....	104.3	101.7	98.6	52.93	52.25	50.96
New Brunswick.....	114.9	107.5	104.7	53.33	52.52	50.65
Quebec.....	124.0	117.4	114.2	61.58	61.57	57.92
Ontario.....	123.4	121.2	115.7	67.04	66.41	63.48
Manitoba.....	110.1	107.1	107.4	61.49	60.21	58.44
Saskatchewan.....	127.2	122.4	122.4	61.05	60.05	58.41
Alberta (including Northwest Territories).....	155.0	148.5	138.1	66.99	66.06	62.26
British Columbia.....	124.5	122.1	115.1	71.73	69.74	66.51
Canada.....	123.8	119.7	115.3	64.56	63.93	60.87
(b) Metropolitan Areas						
St. John's.....	126.7	123.1	120.6	47.44	45.63	45.43
Sydney.....	91.7	92.1	91.9	62.74	63.72	61.15
Halifax.....	116.5	115.1	109.8	52.08	51.47	50.25
Saint John.....	96.0	95.6	97.8	49.60	49.47	47.72
Quebec.....	114.7	108.6	108.9	54.19	54.70	50.38
Sherbrooke.....	111.4	100.7	101.9	52.32	53.03	48.57
Three Rivers.....	124.8	119.4	109.6	61.70	59.59	58.56
Drummondville.....	76.9	61.3	74.4	53.79	56.62	52.03
Montreal.....	121.1	119.5	114.2	62.67	62.71	59.33
Ottawa—Hull.....	122.6	119.5	115.7	59.17	58.80	56.25
Peterborough.....	106.7	104.0	96.4	68.54	68.34	63.99
Oshawa.....	178.5	180.4	162.3	76.11	78.31	67.11
Niagara Falls.....	130.7	126.1	124.7	70.65	70.08	67.59
St. Catharines.....	128.8	127.2	117.8	74.75	75.47	70.48
Toronto.....	129.0	127.3	121.6	67.87	67.48	64.92
Hamilton.....	116.1	114.7	107.4	69.30	69.98	65.69
Brantford.....	89.6	91.3	84.9	62.01	62.41	59.69
Galt.....	109.3	109.6	99.4	58.40	58.11	55.46
Kitchener.....	115.5	111.5	105.1	61.74	62.04	59.72
Sudbury.....	139.3	136.3	132.9	78.02	78.15	74.51
London.....	118.3	118.2	115.2	61.87	61.39	58.97
Sarnia.....	139.2	139.3	123.1	82.06	80.80	75.97
Windsor.....	107.6	106.7	110.5	71.94	65.96	67.11
Sault Ste. Marie.....	134.8	130.6	121.0	78.91	77.93	71.28
Ft. William—Pt. Arthur.....	116.1	114.9	111.8	67.40	65.67	63.14
Winnipeg.....	108.1	105.4	105.7	58.56	57.39	56.00
Regina.....	124.4	120.9	118.2	57.68	57.63	55.86
Saskatoon.....	124.6	121.6	122.0	56.98	56.22	55.24
Edmonton.....	183.4	178.3	161.8	63.43	62.14	61.41
Calgary.....	165.9	152.4	145.9	63.43	62.43	59.74
Vancouver.....	118.9	117.5	109.5	68.70	67.41	64.13
Victoria.....	119.4	119.4	117.0	62.21	61.25	60.12

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949=100)

(The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955
Forestry (chiefly logging).....	111.1	95.2	101.3	67.08	62.37	59.69
Mining.....	125.7	123.0	115.5	77.19	77.07	72.83
Metal mining.....	129.2	126.0	119.2	79.57	80.08	76.04
Gold (a).....	77.4	77.1	83.0	70.82	71.29	68.89
Other metal (b).....	177.4	171.4	153.1	83.12	83.76	79.66
Fuels.....	112.3	110.3	101.6	75.98	74.87	70.89
Coal.....	66.9	67.6	68.2	59.85	60.12	59.28
Oil and natural gas.....	260.7	250.2	212.0	89.53	87.91	83.21
Non-metal (c).....	151.9	149.0	141.7	70.73	70.50	64.86
Manufacturing.....	117.8	115.4	111.6	66.92	66.46	63.28
Food and beverages.....	112.4	105.9	113.7	59.28	56.21	56.29
Meat products.....	128.7	125.2	121.9	68.69	68.49	66.91
Dairy products.....	119.5	111.8	115.4	54.65	53.60	51.88
Canned and cured fish.....	134.8	119.4	147.5	39.63	41.33	39.51
Canned and preserved fruits and vegetables..	97.7	79.7	124.5	50.23	52.21	45.79
Grain mill products.....	105.5	103.5	107.6	63.92	63.20	60.19
Bread and other bakery products.....	109.4	107.5	109.2	58.39	56.74	54.33
Biscuits and crackers.....	95.3	91.4	101.7	48.98	49.98	47.48
Distilled and malt liquors.....	112.9	106.3	108.3	75.84	75.00	72.92
Other beverages (d).....	138.2	124.9	122.8	62.53	61.68	61.26
Confectionery.....	80.0	78.4	78.9	47.71	47.25	46.28
Tobacco and tobacco products.....	81.9	78.9	80.3	64.41	67.62	65.37
Rubber products.....	116.6	113.5	109.7	68.13	68.62	65.36
Leather products.....	88.2	88.8	84.0	44.80	44.98	43.20
Boots and shoes (except rubber).....	91.2	91.0	86.6	42.34	42.89	40.68
Other leather products (f).....	82.8	84.7	79.5	49.69	49.03	48.19
Textile products (except clothing).....	87.9	80.2	85.6	52.96	53.42	51.95
Cotton yarn and broad woven goods.....	90.5	67.3	86.8	49.99	51.07	49.41
Woolen goods.....	74.7	73.9	70.7	50.96	50.97	50.08
Synthetic textiles and silk.....	86.9	86.5	87.6	58.84	58.88	57.40
Clothing (textile and fur).....	92.8	93.6	89.6	41.92	42.46	40.04
Men's clothing.....	100.8	100.7	96.0	41.41	41.89	38.97
Women's clothing.....	88.7	91.5	87.4	42.30	42.91	39.63
Knit goods.....	81.0	81.6	77.3	42.02	42.85	41.22
Fur goods.....	68.6	67.0	77.4	58.48	58.64	53.82
Hats and caps.....	82.1	81.8	86.9	46.06	44.74	42.37
Wood products.....	114.7	111.9	112.9	58.41	57.27	55.44
Saw and planing mills (g).....	119.1	115.3	119.5	60.45	58.60	57.12
Furniture.....	110.4	109.9	104.9	55.49	55.82	52.73
Other wood products (h).....	102.4	100.2	97.5	53.32	53.20	51.40
Paper products.....	128.0	124.3	121.3	81.21	79.20	75.07
Pulp and paper mills.....	131.7	126.9	125.3	87.58	85.24	80.29
Other paper products (i).....	118.9	117.9	111.6	63.98	63.33	60.77
Printing, publishing and allied industries.....	115.2	114.5	112.2	71.89	71.54	68.47
Iron and steel products.....	114.7	113.2	102.7	74.21	74.83	70.51
Agricultural implements.....	64.1	64.3	62.3	72.54	71.98	69.10
Boilers and plate work.....	117.8	116.9	108.4	74.82	75.13	71.84
Fabricated and structural steel.....	166.6	169.0	130.9	76.82	79.85	73.27
Hardware and tools.....	110.3	109.1	102.6	70.75	70.43	66.21
Heating and cooking appliances.....	105.8	104.3	90.8	65.19	64.10	61.99
Iron castings.....	107.9	108.0	94.9	72.02	73.73	69.67
Machinery mfg. (j).....	122.9	121.1	108.1	73.01	72.65	68.72
Primary iron and steel.....	125.9	123.8	112.5	80.34	83.34	76.20
Sheet metal products.....	117.2	114.2	109.3	72.63	70.41	69.56
Wire and wire products.....	114.9	115.1	102.5	76.15	77.11	72.21
Transportation equipment.....	145.1	146.1	137.8	74.34	71.75	69.78
Aircraft and parts.....	354.1	353.9	331.9	78.24	77.41	74.41
Motor vehicles.....	142.0	144.6	140.2	78.93	73.09	72.29
Motor vehicle parts and accessories.....	125.1	128.9	128.3	73.41	73.61	70.67
Railroad and rolling stock equipment.....	95.0	93.9	81.9	69.98	64.98	63.48
Shipbuilding and repairing.....	150.2	151.1	138.5	68.71	69.10	65.95
Non-ferrous metal products.....	134.5	131.5	126.2	75.67	74.93	72.71
Aluminum products.....	139.5	137.1	128.6	70.67	68.58	67.79
Brass and copper products.....	114.3	115.6	106.9	70.93	71.47	69.73
Smelting and refining.....	161.0	154.8	151.0	82.33	81.20	78.40

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100)

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955
Manufacturing—Concluded						
Electrical apparatus and supplies.....	153.0	151.1	135.0	72.22	72.14	68.84
Non-metallic mineral products (k).....	139.8	137.1	126.7	69.73	69.62	66.40
Clay products.....	119.9	115.7	111.4	65.79	66.61	63.00
Glass and glass products.....	140.6	137.5	130.3	67.56	66.19	63.69
Products of petroleum and coal.....	136.5	134.7	127.7	95.88	95.73	89.54
Chemical products.....	129.7	128.8	121.3	73.88	73.44	70.02
Medicinal and pharmaceutical preparations.....	116.4	116.4	111.4	67.79	67.43	64.20
Acids, alkalis and salts.....	134.1	131.3	128.5	81.65	81.63	77.60
Other chemical products (l).....	132.1	131.4	122.4	73.70	73.21	69.79
Miscellaneous manufacturing industries.....	108.1	107.9	102.3	57.06	56.63	54.78
Construction.....	149.9	133.1	125.8	67.49	67.76	61.36
Building and structures (m).....	148.4	139.4	125.9	74.67	73.77	65.76
Building.....	152.5	145.9	127.0	73.79	73.36	64.68
Engineering work.....	130.6	119.7	121.2	79.10	75.96	70.72
Highways, bridges and streets.....	152.3	123.1	125.6	56.27	56.85	54.29
Transportation, storage and communication.....	121.0	118.5	113.9	67.71	65.74	64.40
Transportation.....	114.9	112.3	109.4	69.90	67.30	65.88
Air transport and airports.....	186.6	185.9	172.6	84.61	83.08	80.98
Steam railways.....	110.7	108.2	106.0	69.73	66.72	66.02
Maintenance of equipment.....	110.9	110.7	105.1	66.65	63.28	63.67
Transportation—Steam railways.....	107.2	102.1	100.8	59.00	54.77	54.89
Telegraphs.....	111.1	109.3	107.1	75.62	73.03	71.85
Water transportation (n).....	120.9	116.9	120.5	61.19	58.20	57.14
Electric and motor transportation (o).....	113.5	111.5	107.5	69.19	65.05	60.96
Urban and interurban transportation (p).....	120.3	116.9	113.9	67.47	67.02	65.41
Truck transportation.....	88.2	86.4	90.0	69.98	69.03	67.16
Storage.....	177.8	171.8	159.2	67.26	67.05	65.46
Grain elevators.....	120.0	119.1	111.8	60.02	59.79	58.29
Storage and warehouse.....	112.0	111.8	109.1	59.57	58.89	57.37
Communication.....	144.3	141.3	120.0	61.09	61.97	60.85
Radio broadcasting.....	154.0	150.6	138.0	61.02	61.09	59.74
Telephone.....	267.9	262.3	214.1	66.86	67.29	65.72
Public utility operation.....	144.3	141.1	131.8	59.91	59.93	58.82
Public utility operation.....	128.3	125.2	123.3	73.11	72.84	69.90
Electric light and power.....	130.2	127.2	126.2	74.70	74.32	70.89
Other public utilities (q).....	118.4	114.7	108.2	64.05	64.30	63.81
Trade.....	125.7	124.0	118.1	55.18	54.79	52.82
Wholesale.....	127.9	126.2	120.5	65.60	65.29	61.98
Retail.....	124.7	122.9	116.9	49.83	49.39	48.06
Food.....	152.6	151.3	142.3	46.87	46.19	45.52
Department stores.....	109.7	107.6	102.0	49.35	49.63	48.51
Variety stores.....	115.2	115.0	109.1	28.65	27.92	24.74
Automotive products.....	158.1	156.1	148.5	65.67	65.11	63.47
Finance, insurance and real estate.....	136.9	135.6	132.7	60.39	60.56	56.80
Banking, investment and loan.....	139.6	138.6	137.7	55.35	55.32	52.01
Insurance.....	129.7	128.4	123.8	68.92	69.01	65.18
Service.....	130.3	124.7	118.6	42.31	42.73	40.28
Hotels and restaurants.....	127.3	119.6	115.5	35.34	35.85	34.65
Laundries and dry cleaning plants.....	113.8	111.3	108.3	40.00	40.11	38.14
Other service (r).....	162.9	159.7	144.8	62.23	61.94	58.32
Industrial composite.....	123.8	119.7	115.3	64.56	63.93	60.87

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLES C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1956	June 1, 1956	July 1, 1955	July 1, 1956	June 1, 1956	July 1, 1955
Newfoundland.....	43.2	43.5	43.6	139.9	135.5	132.9
Nova Scotia.....	42.5	41.1	41.5	133.6	132.1	126.6
New Brunswick.....	40.7	41.3	42.4	134.3	133.6	127.1
Quebec.....	42.1	42.4	41.6	138.5	136.2	131.0
Ontario.....	40.9	40.5	40.7	160.2	160.5	152.2
Manitoba.....	40.9	40.1	40.4	145.3	143.4	137.7
Saskatchewan.....	40.3	40.3	41.3	155.8	156.0	150.5
Alberta (1).....	40.6	40.3	40.7	157.1	156.6	152.5
British Columbia (2).....	38.9	38.0	38.4	181.3	180.4	172.5

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Prededing:						
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June (1) 1, 1956.....	41.0	151.8	62.24	149.2	117.8	126.7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.4	42.8	43.4	171.8	170.5	159.9	72.84	72.97	69.40
Metal mining.....	42.4	43.3	44.4	179.6	177.5	164.6	76.15	76.86	73.08
Gold.....	42.2	44.2	46.3	154.9	150.3	139.8	65.37	66.43	64.73
Other metal.....	42.5	42.9	43.3	190.0	189.8	178.7	80.75	81.42	77.38
Fuels.....	41.4	41.0	41.1	161.9	161.1	154.3	67.03	66.05	63.42
Coal.....	39.9	40.2	39.6	147.3	147.8	147.0	58.77	59.42	58.21
Oil and natural gas.....	44.0	42.6	44.8	186.5	185.9	170.3	82.06	79.19	76.29
Non-metal.....	44.0	43.5	43.3	157.7	158.5	149.7	69.39	68.95	64.82
Manufacturing.....	41.2	40.9	40.9	152.7	151.9	145.0	62.91	62.13	59.31
Food and beverages.....	41.5	41.2	42.1	131.1	131.7	123.0	54.41	54.26	51.78
Meat products.....	41.6	40.6	41.6	155.7	156.3	153.0	64.77	63.46	63.65
Canned and preserved fruits and vegetables.....	39.1	37.5	42.4	109.9	116.3	97.4	42.97	43.61	41.30
Grain mill products.....	42.6	41.9	41.3	144.7	143.5	139.4	61.64	60.13	57.57
Bread and other bakery products.....	44.4	43.8	44.3	118.7	117.5	109.6	52.70	51.47	48.55
Distilled and malt liquors.....	41.5	40.7	40.8	170.5	170.5	164.8	70.76	69.39	67.24
Tobacco and tobacco products.....	41.3	43.0	42.6	150.8	149.6	148.2	62.28	64.33	63.13
Rubber products.....	41.3	41.5	41.6	155.7	156.3	149.5	64.30	64.86	62.19
Leather products.....	39.6	39.6	38.8	104.4	104.4	102.6	41.34	41.34	39.81
Boots and shoes (except rubber).....	38.9	39.1	37.7	100.2	100.9	98.6	38.98	39.45	37.17
Textile products (except clothing).....	42.0	42.1	42.1	114.2	113.9	113.0	47.96	47.95	47.57
Cotton yarn and broad woven goods.....	40.5	40.6	40.8	114.1	112.0	113.9	46.21	45.47	46.47
Woolen goods.....	42.9	43.2	43.5	107.3	106.6	104.9	46.03	46.05	45.63
Synthetic textiles and silk.....	43.2	43.7	43.4	121.2	122.1	119.4	52.36	53.36	51.82
Clothing (textile and fur).....	37.0	38.0	35.8	100.7	99.9	98.0	37.26	37.96	35.08
Men's clothing.....	36.6	37.5	35.5	101.4	100.3	97.0	37.11	37.61	34.44
Women's clothing.....	34.8	36.4	33.3	104.7	103.2	102.3	36.44	37.56	34.07
Knit goods.....	38.8	40.0	37.6	98.4	98.3	97.6	38.18	39.32	36.70
*Wood products.....	42.0	41.3	41.8	134.0	132.8	127.8	56.28	54.85	53.42
Saw and planing mills.....	41.4	40.2	41.3	142.3	141.0	134.3	58.91	56.68	55.47
Furniture.....	42.7	43.0	42.0	123.2	122.5	117.9	52.61	52.68	49.52
Other wood products.....	44.1	43.4	43.6	113.5	114.1	111.5	50.05	49.52	48.61
Paper products.....	42.9	42.6	42.5	180.4	176.4	166.9	77.39	75.15	70.93
Pulp and paper mills.....	43.1	42.8	42.6	193.6	189.1	178.3	83.44	80.93	75.96
Other paper products.....	42.1	42.0	42.3	138.6	137.6	132.1	58.35	57.79	55.88
Printing, publishing and allied industries.....	40.5	40.0	40.4	181.4	181.0	172.3	73.47	72.40	69.61
*Iron and steel products.....	41.9	41.9	41.6	171.6	171.8	163.3	71.90	71.98	67.93
Agricultural implements.....	40.2	39.5	39.3	171.6	171.9	167.8	68.98	67.90	65.95
Fabricated and structural steel.....	41.2	42.6	40.8	174.6	174.7	166.5	71.94	74.42	67.93
Hardware and tools.....	42.0	41.9	42.1	160.3	158.9	149.1	67.33	66.58	62.77
Heating and cooking appliances.....	41.9	41.4	41.9	145.7	145.4	140.3	61.05	60.20	58.79
Iron castings.....	42.0	42.8	41.9	167.7	167.9	160.2	70.43	71.86	67.12
Machinery manufacturing.....	43.1	42.8	42.1	163.6	162.8	156.1	70.51	69.68	65.72
Primary iron and steel.....	41.5	41.8	41.2	190.0	193.3	179.1	78.85	80.80	73.79
Sheet metal products.....	41.7	40.6	42.4	167.0	164.3	158.5	69.64	66.71	67.20
*Transportation equipment.....	40.6	39.4	39.4	173.8	171.7	167.0	70.56	67.65	65.80
Aircraft and parts.....	41.0	40.9	40.5	176.9	176.3	172.1	72.53	72.11	69.70
Motor vehicles.....	40.0	36.1	36.5	184.8	184.2	180.1	73.92	66.50	65.74
Motor vehicle parts and accessories.....	40.1	40.4	40.5	175.0	174.8	166.1	70.18	70.62	67.27
Railroad and rolling stock equipment.....	40.3	38.9	39.2	171.1	163.5	159.1	68.95	63.60	62.37
Shipbuilding and repairing.....	42.1	42.0	41.4	161.2	162.6	157.4	67.87	68.29	65.16
*Non-ferrous metal products.....	41.3	40.8	41.4	173.1	172.3	166.0	71.49	70.30	68.72
Aluminum products.....	40.1	40.1	41.5	150.3	145.4	144.6	60.27	58.31	60.01
Brass and copper products.....	41.4	41.7	41.8	158.0	158.5	155.4	65.41	66.09	64.96
Smelting and refining.....	41.7	40.7	41.6	188.5	188.5	178.9	78.60	76.72	74.42
*Electrical apparatus and supplies.....	40.8	40.8	40.8	158.7	158.3	152.5	64.75	64.59	62.22
Heavy electrical machinery and equipment.....	40.8	41.2	40.8	174.8	174.3	166.6	71.32	71.81	67.97
Radios and radio parts.....	40.0	39.3	39.8	136.6	138.1	139.1	54.64	54.27	55.36
Batteries.....	40.7	40.5	41.6	156.4	153.8	149.4	63.65	62.29	62.15
Refrigerators, vacuum cleaners and appliances.....	41.1	41.1	41.6	157.6	157.5	150.9	64.77	64.73	62.77
Miscellaneous electrical products.....	40.8	41.1	.....	154.1	152.6	.....	62.87	62.68	.....
Wire and cable.....	42.3	42.1	.....	175.8	175.4	.....	74.36	73.84	.....
*Non-metallic mineral products.....	43.4	43.6	44.0	152.9	152.8	145.1	66.36	66.62	63.84
Clay products.....	43.2	43.3	44.8	143.8	143.8	135.2	62.12	62.27	60.57
Glass and glass products.....	41.5	42.3	42.6	150.8	149.9	144.0	62.58	63.41	61.34
Products of petroleum and coal.....	41.1	41.0	40.0	210.0	209.8	197.9	86.31	86.02	79.16
Chemical products.....	40.8	41.3	41.6	159.8	158.0	151.2	65.20	65.25	62.90
Medicinal and pharmaceutical preparations.....	41.4	41.2	41.3	130.0	129.7	123.7	53.82	53.44	51.09
Acids, alkalis and salts.....	42.0	42.1	42.5	178.7	180.1	171.6	75.05	75.82	72.93
Miscellaneous manufacturing industries.....	41.2	41.0	40.7	123.7	123.0	119.8	50.96	50.43	48.76
*Durable goods.....	41.5	41.0	41.0	163.4	162.6	155.7	67.81	66.67	63.84
Non-durable goods.....	40.8	40.9	40.7	140.6	139.6	133.6	57.36	57.10	54.38
Construction.....	41.2	40.6	40.6	161.5	164.2	147.6	66.54	66.67	59.93
Buildings and structures.....	41.5	40.8	39.8	176.9	176.7	159.5	73.41	72.09	63.48
Highways, bridges and streets.....	40.5	40.1	42.2	129.5	134.8	124.4	52.45	54.05	52.50
Electric and motor transportation.....	44.7	44.3	45.1	150.8	150.2	145.3	67.41	66.54	65.53
Service.....	40.4	40.5	40.6	88.5	89.0	85.0	35.75	36.05	34.51
Hotels and restaurants.....	40.3	40.5	41.1	87.8	88.5	84.0	35.38	35.84	34.52
Laundries and dry cleaning plants.....	41.2	41.3	40.4	85.8	85.8	82.5	35.35	35.44	33.33

*Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1950.....	29,631	16,558	46,189	97,634	53,969	151,606
September 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,133
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956(!).....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956(!).....	39,324	22,039	61,363	101,718	60,377	162,095

* Current vacancies only. Deferred vacancies are excluded.

(!) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1956⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 29, 1956	July 29, 1955
Agriculture, Fishing, Trapping.....	6,212	985	7,197	+	4,709
Forestry.....	9,252	15	9,297	-	1,522
Mining, Quarrying and Oil Wells.....	1,250	52	1,362	+	6
Metal Mining.....	700	19	719	-	87
Fuels.....	441	17	458	+	108
Non-Metal Mining.....	69	2	71	-	21
Quarrying, Clay and Sand Pits.....	19	3	22	-	3
Prospecting.....	51	41	92	+	9
Manufacturing.....	6,421	3,692	10,113	-	1,054
Foods and Beverages.....	493	438	931	-	176
Tobacco and Tobacco Products.....	4	18	22	+	5
Rubber Products.....	45	29	74	-	13
Leather Products.....	96	267	363	+	36
Textile Products (except clothing).....	200	182	382	-	39
Clothing (textile and fur).....	241	1,500	1,741	+	128
Wood Products.....	835	103	938	-	39
Paper Products.....	307	84	391	-	33
Printing, Publishing and Allied Industries.....	116	133	249	-	206
Iron and Steel Products.....	1,356	202	1,558	-	251
Transportation Equipment.....	1,075	86	1,161	-	282
Non-Ferrous Metal Products.....	430	109	539	+	13
Electrical Apparatus and Supplies.....	530	190	720	-	74
Non-Metallic Mineral Products.....	178	50	228	-	4
Products of Petroleum and Coal.....	64	15	79	-	25
Chemical Products.....	288	140	428	-	118
Miscellaneous Manufacturing Industries.....	163	146	309	-	6
Construction.....	5,721	194	5,915	-	110
General Contractors.....	4,534	132	4,666	+	55
Special Trade Contractors.....	1,187	62	1,249	-	165
Transportation, Storage and Communication.....	1,815	426	2,241	-	780
Transportation.....	1,635	195	1,830	-	695
Storage.....	63	27	90	-	13
Communication.....	117	204	321	-	72
Public Utility Operation.....	248	58	306	-	116
Trade.....	3,067	2,902	5,969	-	853
Wholesale.....	1,216	771	1,987	-	115
Retail.....	1,851	2,131	3,982	-	738
Finance, Insurance and Real Estate.....	795	1,006	1,801	-	362
Service.....	4,108	10,690	14,798	-	3,444
Community or Public Service.....	372	1,695	2,067	-	336
Government Service.....	1,533	617	2,150	-	517
Recreation Service.....	319	246	565	-	157
Business Service.....	768	527	1,295	-	15
Personal Service.....	1,116	7,605	8,721	-	2,419
GRAND TOTAL.....	38,949	20,050	58,999	-	4,216

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT AUGUST 2, 1956⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	2,678	1,033	3,711	2,907	1,120	4,027
Clerical workers.....	1,863	4,725	6,588	6,686	19,091	25,777
Sales workers.....	1,264	1,256	2,520	2,929	9,375	12,304
Personal and domestic service workers..	1,298	8,307	9,605	16,145	11,053	27,198
Seamen.....	30		30	333	1	334
Agriculture and fishing.....	6,773	707	7,480	1,407	545	1,952
Skilled and semiskilled workers.....	18,253	2,286	20,539	42,719	15,191	57,910
Food and kindred products (inc. tobacco).....	97	29	126	504	425	929
Textiles, clothing, etc.....	167	1,632	1,799	1,899	9,267	11,166
Lumber and wood products.....	8,964	3	8,967	4,802	147	4,949
Pulp, paper (inc. printing).....	60	15	75	445	294	739
Leather and leather products.....	53	126	179	554	699	1,253
Stone, clay and glass products.....	18	1	19	113	67	180
Metalworking.....	1,549	29	1,578	8,676	951	9,627
Electrical.....	273	27	300	772	1,173	1,945
Transportation equipment.....	31		31	934	95	1,029
Mining.....	535		535	640		640
Construction.....	2,585		2,585	5,869		5,869
Transportation (except seamen).....	1,205	24	1,229	6,701	84	6,785
Communications and public utility....	76		76	235	1	236
Trade and service.....	405	320	725	1,373	1,021	2,399
Other skilled and semiskilled.....	1,922	63	1,985	6,820	716	7,536
Foremen.....	82	13	95	1,091	240	1,331
Apprentices.....	231	4	235	1,286	11	1,297
Unskilled workers.....	6,036	1,322	7,358	32,291	12,896	45,187
Food and tobacco.....	367	469	836	1,023	2,235	3,258
Lumber and lumber products.....	929	3	932	3,407	250	3,657
Metalworking.....	348	31	379	3,258	455	3,713
Construction.....	2,813	1	2,814	11,996	1	11,997
Other unskilled workers.....	1,579	818	2,397	12,607	9,955	22,562
GRAND TOTAL.....	38,195	19,636	57,831	105,417	69,272	174,689

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾ Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 2, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(*)			Live Applications		
	(1)	Previous	Previous	(1)	Previous	Previous
	August 2 1956	Month June 28 1956	Year July 28 1955	August 2 1956	Month June 28 1956	Year July 28 1955
Newfoundland	659	528	362	3,992	5,872	5,747
Corner Brook.....	31	56	67	970	1,791	1,397
Grand Falls.....	12	16	2	303	533	357
St. John's.....	616	456	293	2,719	3,548	3,993
Prince Edward Island	245	363	163	848	1,036	942
Charlottetown.....	97	289	78	465	630	552
Summerside.....	148	74	85	383	406	390
Nova Scotia	1,240	1,548	1,376	7,549	7,851	10,028
Amherst.....	23	24	20	311	350	310
Bridgewater.....	28	37	23	438	286	311
Halifax.....	702	959	1,096	2,328	2,381	3,240
Inverness.....	.....	.....	.....	178	208	213
Kentville.....	132	68	102	616	892	508
Liverpool.....	61	71	27	93	110	154
New Glasgow.....	147	160	39	658	775	1,538
Springhill.....	12	12	5	116	152	147
Sydney.....	65	49	22	2,178	1,880	2,785
Truro.....	65	137	29	294	363	389
Yarmouth.....	5	31	13	339	454	433
New Brunswick	1,528	2,416	884	6,442	8,993	7,939
Bathurst.....	24	25	12	454	667	480
Campbellton.....	66	45	30	377	920	524
Edmundston.....	17	174	10	346	450	362
Fredericton.....	396	412	253	399	530	497
Minto.....	156	204	20	256	243	222
Moncton.....	440	799	300	1,529	1,905	1,810
Newcastle.....	14	7	5	473	704	699
Saint John.....	275	343	201	1,990	2,419	2,642
St. Stephen.....	12	140	12	313	637	347
Sussex.....	64	81	33	110	121	103
Woodstock.....	64	186	8	195	307	253
Quebec	15,343	19,398	10,368	53,822	62,942	63,881
Asbestos.....	54	46	54	321	264	247
Beauharnois.....	41	60	56	284	300	281
Buckingham.....	5	9	10	212	380	240
Causapsal.....	437	800	329	711	1,576	723
Chandler.....	34	10	5	181	308	165
Chicoutimi.....	369	796	280	570	575	611
Dolbeau.....	50	190	121	370	613	309
Drummondville.....	42	38	70	1,144	981	916
Farnham.....	105	47	59	369	373	475
Forestville.....	418	1,888	316	322	578	330
Gaspé.....	65	45	2	198	375	158
Granby.....	39	58	13	1,414	797	1,518
Hull.....	95	130	67	908	1,042	994
Joliette.....	140	117	99	1,028	1,265	1,137
Jonquière.....	127	82	55	655	746	604
Lachute.....	41	49	11	268	263	263
La Malbaie.....	.....	4	2	174	449	245
La Tuque.....	579	706	762	239	281	193
Levis.....	261	215	179	1,204	1,325	1,617
Louiseville.....	73	60	47	535	419	476
Magog.....	5	15	.....	217	245	.....
Maniwaki.....	114	32	42	83	118	102
Matane.....	243	460	1	348	580	377
Mégantic.....	65	71	5	197	274	254
Mont-Laurier.....	7	35	2	224	391	433
Montmagny.....	28	39	40	438	532	450
Montréal.....	6,293	7,292	4,663	19,936	21,489	27,212
New Richmond.....	27	5	39	247	473	277
Port Alfred.....	32	19	28	246	254	243
Québec.....	924	1,107	562	5,005	5,381	6,610
Rimouski.....	361	331	109	651	1,113	563
Rivière du Loup.....	40	60	121	976	1,365	653
Roberval.....	95	33	15	263	471	287
Rouyn.....	374	471	118	1,267	1,664	897
Ste. Agathe.....	44	94	122	106	140	206
Ste. Anne de Bellevue.....	138	194	82	260	299	351
Ste. Thérèse.....	98	127	86	556	541	611
St. Georges Est.....	854	780	161	603	879	515
St. Hyacinthe.....	38	216	99	871	1,485	1,160
St. Jean.....	60	103	83	775	721	770
St. Jérôme.....	45	69	38	424	546	446
St. Joseph d'Alma.....	36	18	103	608	816	486
Sept Îles.....	85	95	48	404	768	177
Shawinigan Falls.....	40	53	36	1,332	1,875	1,687
Sherbrooke.....	258	366	211	1,710	1,834	1,948

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 2, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) August 2 1956	Previous Month June 28 1956	Previous Year July 28 1955	(1) August 2 1956	Previous Month June 28 1956	Previous Year July 28 1955
Quebec—continued						
Sorel.....	84	86	13	759	902	986
Thetford Mines.....	52	58	125	650	923	595
Trois-Rivières.....	493	661	245	1,544	1,685	2,062
Val d'Or.....	1,279	932	475	696	865	704
Valleyfield.....	69	89	56	649	750	720
Victoriaville.....	87	137	98	670	653	597
Ontario.....	22,980	20,946	11,320	65,196	58,528	72,776
Arnprior.....	33	60	26	88	112	99
Barrie.....	200	184	213	618	567	675
Belleville.....	36	44	27	530	604	831
Bracebridge.....	95	439	227	171	124	159
Brampton.....	71	111	55	298	270	304
Brantford.....	323	118	177	1,778	1,350	1,539
Brockville.....	24	43	19	191	124	252
Carleton Place.....	12	6	4	75	83	97
Chatham.....	500	406	408	1,328	1,151	848
Cobourg.....	82	16	16	347	316	337
Collingwood.....	41	33	51	359	307	589
Cornwall.....	176	211	58	1,005	1,054	1,641
Fort Erie.....	77	76	28	298	340	241
Fort Frances.....	67	33	8	77	85	169
Fort William.....	586	474	162	763	618	703
Galt.....	142	137	54	536	368	543
Gananoque.....	8	7	21	118	123	110
Goderich.....	46	40	26	131	179	188
Guelph.....	125	200	107	644	538	1,024
Hamilton.....	952	1,361	727	4,773	5,376	5,080
Hawkesbury.....	11	26	13	145	170	192
Ingersoll.....	1,683	35	144	243	175	237
Kapuskasing.....	544	487	28	158	266	261
Kenora.....	63	110	25	130	157	187
Kingston.....	158	141	133	708	717	765
Kirkland Lake.....	465	547	95	331	398	379
Kitchener.....	111	112	123	1,234	808	1,893
Leamington.....	58	51	16	644	423	522
Lindsay.....	50	65	57	239	224	369
Listowel.....	59	57	29	84	78	103
London.....	1,221	867	564	2,409	2,396	2,385
Midland.....	20	60	46	159	156	241
Napanee.....	8	30	7	104	111	219
New Toronto.....	209	396	196	1,353	1,179	1,508
Niagara Falls.....	176	175	87	524	662	801
North Bay.....	45	30	89	336	308	534
Oakville.....	242	420	141	206	229	171
Orillia.....	44	61	50	237	199	326
Oshawa.....	183	206	121	1,763	1,686	1,618
Ottawa.....	1,267	1,475	888	2,084	2,309	2,226
Owen Sound.....	77	98	95	557	582	809
Parry Sound.....	5	5	2	60	102	77
Pembroke.....	400	397	195	493	608	582
Perth.....	38	53	36	126	192	130
Peterborough.....	183	170	64	1,090	1,119	1,274
Pictou.....	16	24	13	123	135	100
Port Arthur.....	963	1,026	152	641	807	1,140
Port Colborne.....	39	26	19	195	224	301
Prescott.....	39	27	49	210	285	349
Renfrew.....	31	42	19	129	159	342
St. Catharines.....	92	152	198	1,460	1,360	1,632
St. Thomas.....	340	106	69	451	464	475
Sarnia.....	152	210	71	843	685	1,022
Sault Ste. Marie.....	382	607	106	592	604	668
Simcoe.....	2,721	140	86	345	224	456
Sioux Lookout.....	19	35	11	46	48	83
Smiths Falls.....	4	15	15	126	150	274
Stratford.....	45	75	23	344	281	339
Sturgeon Falls.....	.....	8	.....	256	285	364
Sudbury.....	503	627	171	937	994	950
Timmins.....	588	686	119	462	710	867
Toronto.....	5,102	5,982	3,982	15,216	14,981	22,259
Trenton.....	72	93	44	452	416	434
Walkerton.....	40	55	44	202	161	269
Wallaceburg.....	15	16	9	369	219	220
Welland.....	61	63	21	540	717	987
Weston.....	403	493	194	1,011	834	1,089
Windsor.....	258	276	272	10,432	4,538	4,645
Woodstock.....	162	94	35	269	254	223
Manitoba.....	3,658	4,175	2,210	8,088	9,609	9,979
Brandon.....	309	541	244	444	523	470
Dauphin.....	53	30	27	171	229	230

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 2, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(1) August 2 1956	Previous Month June 28 1956	Previous Year July 28 1955	(1) August 2 1956	Previous Month June 28 1956	Previous Year July 28 1955
Manitoba—continued						
Flin Flon.....	140	147	42	87	119	137
Portage la Prairie.....	83	68	56	262	332	318
The Pas.....	37	58	4	41	51	51
Winnipeg.....	3,036	3,331	1,837	7,083	8,355	8,773
Saskatchewan	2,321	2,561	1,286	3,639	4,909	4,616
Estevan.....	75	137	56	69	191	67
Moose Jaw.....	339	325	210	313	557	432
North Battleford.....	109	65	48	198	417	326
Prince Albert.....	113	232	51	401	671	901
Regina.....	626	615	393	1,209	1,293	1,072
Saskatoon.....	496	533	229	881	1,055	1,081
Swift Current.....	320	366	154	122	161	158
Weyburn.....	91	123	53	58	85	88
Yorkton.....	152	165	92	388	479	491
Alberta	5,151	5,225	3,140	6,117	8,231	8,776
Blairmore.....	85	95	24	87	165	160
Calgary.....	1,289	1,492	1,031	2,277	3,081	2,919
Drumheller.....	21	69	24	180	213	293
Edmonton.....	1,784	2,222	1,568	2,526	3,492	3,724
Edson.....	1,155	60	68	112	130	158
Lethbridge.....	319	902	212	392	502	654
Medicine Hat.....	354	251	107	316	374	477
Red Deer.....	134	134	106	227	324	391
British Columbia	4,706	5,148	3,919	18,996	21,586	20,700
Chilliwack.....	42	66	41	485	629	470
Courtenay.....	81	77	58	426	294	321
Cranbrook.....	33	17	32	158	220	197
Dawson Creek.....	81	66	25	129	176	439
Duncan.....	69	119	72	549	301	214
Kamloops.....	252	341	142	226	319	287
Kelowna.....	12	21	26	273	541	276
Kitimat.....	430	315	.....	133	157	.....
Mission City.....	41	124	773	289	472	359
Nanaimo.....	37	119	62	833	421	566
Nelson.....	33	12	15	292	381	321
New Westminster.....	315	296	168	2,217	3,112	2,602
Penticton.....	36	55	13	244	300	155
Port Alberni.....	117	67	31	583	376	282
Prince George.....	292	328	260	445	860	790
Prince Rupert.....	83	109	244	205	272	300
Princeton.....	22	15	11	49	61	52
Trail.....	25	60	17	350	478	278
Vancouver.....	2,118	2,303	1,516	8,866	9,994	10,122
Vernon.....	77	48	35	202	273	213
Victoria.....	407	505	291	1,940	1,777	2,231
Whitehorse.....	103	85	87	122	172	225
Canada	57,831	62,308	35,028	174,639	189,467	205,384
Males.....	38,195	40,016	18,363	105,417	116,849	132,710
Females.....	19,636	22,292	16,665	69,222	72,618	72,674

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (7 months).....	493,455	326,465	166,990	35,908	116,529	175,522	96,537	68,959
1956 (7 months).....	589,567	425,975	163,592	39,527	140,095	214,407	122,839	72,699

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days) in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	3.3	637	14,063	(648)	283,621
Prince Edward Island.....	0.5	126	2,065	(107)	33,531
Nova Scotia.....	4.9	1,573	20,783	(1,661)	356,512
New Brunswick.....	4.9	1,371	20,694	(2,204)	381,958
Quebec.....	39.0	14,054	163,407	(30,512)	2,972,733
Ontario.....	32.7	13,823	137,046	(21,500)	2,479,695
Manitoba.....	4.5	1,176	19,056	(2,552)	328,142
Saskatchewan.....	2.1	491	8,872	(1,182)	153,215
Alberta.....	3.3	833	13,676	(1,811)	251,187
British Columbia.....	8.8	3,460	37,135	(5,921)	686,965
Total, Canada, July 1956.....	104.0	37,544	436,797	(68,103)	7,927,559
Total, Canada, June 1956.....	128.1	43,403	538,014	(68,422)	9,930,856
Total, Canada, July 1955.....	132.4	49,990	2,960,905	(73,968)†	8,947,552

*Based on the number of payment documents for the month.

†Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡Days.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (Regular Benefit only) and Claims Pending at End of Month.			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,010	720	290	943	514	429	459
Prince Edward Island.....	223	160	63	236	155	81	55
Nova Scotia.....	4,104	2,858	1,246	3,541	2,753	788	1,269
New Brunswick.....	2,543	1,511	1,032	2,401	1,766	635	661
Quebec.....	23,761	14,943	8,818	22,903	16,586	6,317	6,060
Ontario.....	30,651	18,795	11,856	26,310	20,677	5,633	8,884
Manitoba.....	2,234	1,466	768	2,096	1,563	533	425
Saskatchewan.....	773	518	255	754	490	264	171
Alberta.....	1,641	1,103	538	1,583	1,046	537	419
British Columbia.....	6,607	3,666	2,941	6,143	4,541	1,602	1,654
Total, Canada, July 1956.....	73,547	45,740	27,807	66,910	50,091	16,819	20,057
Total, Canada, June 1956.....	55,212	36,082	19,130	59,052	42,453	16,599	13,420
Total, Canada, July 1955.....	81,578	46,139	35,439	80,583	59,117	21,466	24,533

*In addition, revised claims received numbered 15,151.

†In addition, 15,286 revised claims were disposed of. Of these, 1,341 were special requests not granted and 849 were appeals by claimants. There were 1,941 revised claims pending at the end of the month.

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE “LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JULY 1956

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									July, 29 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	138,467*	37,460	11,239	13,506	18,598	13,995	12,065	8,143	23,461	167,728
Male.....	82,239	25,163	6,599	7,467	9,668	7,749	7,144	4,838	13,611	108,034
Female.....	56,228	12,297	4,640	6,039	8,930	6,246	4,921	3,305	9,850	59,694
Newfoundland.....	3,290	477	311	231	394	366	481	352	678	3,748
Male.....	2,919	416	288	211	353	330	442	319	560	3,438
Female.....	371	61	23	20	41	36	39	33	118	310
Prince Edward Island....	610	87	62	70	100	74	66	39	112	623
Male.....	385	54	48	48	65	54	31	23	62	440
Female.....	225	33	14	22	35	20	35	16	50	183
Nova Scotia.....	7,422	2,010	506	714	1,032	894	789	383	1,094	9,478
Male.....	5,892	1,761	409	565	797	683	628	266	783	8,050
Female.....	1,530	249	97	149	235	211	161	117	311	1,428
New Brunswick.....	6,117	1,262	438	538	872	1,004	750	376	877	6,276
Male.....	4,306	861	294	386	653	759	544	257	552	4,881
Female.....	1,811	401	144	152	219	245	206	119	325	1,395
Quebec.....	46,754	11,502	4,223	4,842	6,767	4,945	4,372	3,206	6,897	57,066
Male.....	26,775	7,069	2,493	2,575	3,442	2,617	2,606	2,007	3,966	35,574
Female.....	19,979	4,433	1,730	2,267	3,325	2,328	1,766	1,199	2,931	21,492
Ontario.....	50,559	16,744	3,903	4,865	6,448	4,434	3,562	2,382	8,221	60,634
Male.....	28,654	11,425	2,993	2,426	2,979	2,147	1,792	1,221	4,571	36,471
Female.....	21,905	5,319	1,810	2,439	3,469	2,287	1,770	1,161	3,650	24,163
Manitoba.....	5,229	1,031	306	466	636	547	460	311	1,472	6,718
Male.....	2,466	532	131	184	261	242	221	139	756	3,794
Female.....	2,763	499	175	282	375	305	239	172	716	2,924
Saskatchewan.....	2,283	244	217	189	265	238	208	152	770	2,970
Male.....	1,103	112	87	79	105	116	104	65	435	1,946
Female.....	1,180	132	130	110	160	122	104	87	335	1,024
Alberta.....	4,253	694	365	506	578	494	435	328	853	7,105
Male.....	2,726	415	199	340	359	323	294	243	553	5,105
Female.....	1,527	279	166	166	219	171	141	85	300	2,000
British Columbia.....	11,950	3,409	908	1,085	1,506	999	942	614	2,487	13,110
Male.....	7,013	2,518	557	653	654	478	482	298	1,373	8,335
Female.....	4,937	891	351	432	852	521	460	316	1,114	4,775

*This total, which includes disability claimants, is comparable to former totals of ordinary, short-time and temporary lay-off claimants.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—June.....	3,257,000	3,112,600	144,340†
July.....	3,405,000	3,218,700	186,300
August.....	3,412,000	3,244,300	167,700
September.....	3,456,000	3,303,200	152,800
October.....	3,457,000	3,311,600	145,400
November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900

*Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

†Includes seasonal benefit claimants.

‡A count of persons (based on ten per cent sample) on claim at the time of book-renewal, exclusive of those whose books were renewed through an employer.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year	115.5	112.6	123.6	110.1	117.0	115.8
1955—August	116.4	112.4	129.8	108.8	115.8	118.0
September	116.8	113.7	130.0	107.8	115.9	117.9
October	116.9	113.5	130.2	107.8	116.1	118.1
November	116.9	113.0	130.6	107.9	116.5	118.3
December	116.9	112.4	131.0	108.5	116.6	118.3
1956—January	116.8	111.5	131.3	108.6	116.5	119.0
February	116.4	109.9	131.5	108.6	116.7	119.3
March	116.4	109.1	131.6	108.7	116.8	119.9
April	116.6	109.7	131.9	108.7	116.6	120.1
May	116.6	109.3	132.1	108.8	116.5	120.5
June	117.8	112.5	132.6	108.6	116.7	120.6
July	118.5	114.4	132.7	108.6	116.7	121.1
August	119.1	115.9	133.0	108.4	116.8	121.3

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF AUGUST 1956**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	August 1955	July 1956	August 1956					
(1) St. John's, Nfld.	105.8	108.1	110.2	113.8	110.1	99.4	104.8	114.6
Halifax	115.1	116.1	117.6	112.4	126.6	114.8	120.5	120.4
Saint John	117.8	118.7	120.3	117.4	130.1	116.8	117.9	124.7
Montreal	116.8	119.1	118.9	116.9	137.9	107.4	114.7	120.9
Ottawa	117.3	119.4	120.4	115.2	138.9	111.6	115.3	124.5
Toronto	118.5	121.5	122.0	115.6	148.9	111.1	116.3	122.8
Winnipeg	116.1	117.6	117.0	111.8	127.7	113.1	114.0	121.3
Saskatoon—Regina	115.1	115.6	116.2	114.3	118.1	114.7	117.0	117.0
Edmonton—Calgary	114.6	115.7	116.1	112.7	121.2	112.3	117.0	119.8
Vancouver	116.8	119.3	119.6	114.8	128.9	112.5	127.2	120.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JAN UARY-AUGUST 1955, 1956†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
July.....	32	39	8,260	9,193	57,820	0.07
August.....	32	52	9,387	13,463	87,710	0.10
Cumulative.....	167		69,686		959,875	0.14
1955						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
July.....	19	33	7,869	10,924	95,975	0.11
August.....	15	26	2,501	6,449	92,225	0.11
Cumulative.....	113		33,947		556,985	0.08

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to August 1956					
LOGGING— Loggers, Gordon River, B.C.	1	190	2,470	July 10	Dispute over notice to start work at 5 a.m. instead of 7 a.m. because of fire hazard during dry weather; concluded August 17; negotiations; in favour of employer.
MINING— Iron miners, Marmora, Ont.	1	257	2,570	July 3	Sympathy with steel strike in United States; concluded August 14; based on negotiated settlement of strike in United States; in favour of workers.
Gold Miners, Sullivan, Que.	1	186	5,000	July 12	For a union agreement providing for increased wages, reduced hours, non-wage benefits and union security, and alleged discrimination in dismissal of two workers; unconcluded.
MANUFACTURING— Tobacco and Liquors— Brewery workers, Timmins, Ont.	1	31	60	July 20	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, welfare plan and other changes, following reference to conciliation board; concluded August 2; negotiations; compromise.
Textiles, Clothing, etc.— Hosiery factory workers, St. Jean, Que.	1	123	3,300	July 16	Protest against shut-down of two knitting machines with lay-off of five workers; unconcluded.
Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	26	595	July 17	For a new agreement providing for increased wages in textile department to parity with paper department, following reference to conciliation board; unconcluded.
Textile factory workers, Montmagny, Que.	1	453	12,000	July 30	For a new agreement providing for increased wages, adjustment of job classifications and other changes, following reference to arbitration board; unconcluded.
Hosiery factory workers, Sherbrooke, Que.	1	65	1,750	July 31	Protesting reduction in wages and for union recognition; unconcluded.
Pulp, Paper and Paper Products— Pulp mill workers, Watson Island, B.C.	1	(3) 250	250	July 25	Protesting dismissal of a bricklayer; concluded August 1; return of workers pending negotiations; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 (1)

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to August 1956—Continued					
Miscellaneous Wood Products— Sawmill workers, Vavenby, B.C.	1	24	550	June 22	For a union agreement provid- ing for increased wages and union shop; concluded August 30; negotiations; compromise
Sawmill workers, Field, Ont.	1	81	1,050	July 16	Protesting dismissal of union president following dispute over grievance during nego- tiations for a new agree- ment with new management; concluded August 15; civic mediation and return of workers pending reference to arbitration; indefinite.
Sawmill workers, Cache Bay, Ont.	1	202	4,840	July 19	For implementation of award of conciliation board for increased wages in new agreement under negotia- tions; concluded August 28; civic mediation; compromise
Sash and door factory workers, Lambton, Que.	1	21	115	July 27	For union recognition; con- cluded August 7; return of workers; in favour of em- ployer.
Metal Products— Electrical apparatus factory workers, Toronto, Ont.	1	265	6,000	May 3	For a new agreement providing for increased wages and pension plan, following refer- ence to conciliation board; unconcluded.
Steel mill workers, Hamilton, Ont.	1	40	160	July 3	Sympathy with steel strike in United States; concluded August 6; based on negotiated settlement of strike in United States; in favour of workers.
Wire and cable factory workers, Guelph, Ont.	1	314	4,000	July 3	For a new agreement providing for increased wages and changes in seniority clause, following reference to concil- iation board; concluded Aug- ust 20; civic mediation; compromise.
Shipbuilding— Shipyard workers, Sorel, Que.	1	1,500	750	July 30	For a new agreement providing for increased wages and non- wage benefits; concluded August 1; negotiations; com- promise.
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway Transport— Truck drivers, Nanaimo, B.C.	1	.....	.....	July 27	For payment of wage rate provided for in agreement; later information indicates concluded by July 30; re- placement; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to August 1956—Concluded					
TRADE— Soft drink route sales- men and warehouse workers, Hamilton, Ont.	1	11	275	July 24	For a union agreement provid- ing for increased wages, fol- lowing conciliation; uncon- cluded.
SERVICE— <i>Business and Personal—</i> Garage mechanics and helpers, St. Catharines, Ont.	1	21	105	July 16	For a union agreement provid- ing for increased wages, seniority, union security and welfare plan, following con- ciliation; concluded August 6; negotiations; in favour of workers.
Hotel employees, Leamington, Ont.	1	16	430	July 27	For union recognition and agreement, following con- ciliation; unconcluded.
Strikes and Lockouts Commencing During August 1956					
LOGGING— Bush workers, Marathon, Ont.	1	780	9,360	Aug. 8	Protest against foreman oper- ating equipment and for improved transportation to work places; concluded Aug- ust 21; negotiations; in favour of workers.
MINING— Silver miners, Cobalt, Ont.	3	200	4,200	Aug. 2	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, pay for two additional statu- tory holidays and improved welfare plan, following con- ciliation; unconcluded.
Coal miners, Springhill, N.S.	1	1,229	2,000	Aug. 15	Dispute over payment for putting up stringers; con- cluded August 16; return of workers pending settlement; indefinite.
Coal miners, Glace Bay, N.S.	1	817	2,100	Aug. 28	Protesting suspension of land- ing tender for alleged ineffi- ciency; concluded August 31; return of workers pending settlement; indefinite.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour mill workers, Humberstone, Ont.	1	220	3,800	Aug. 8	For a new agreement providing for increased wages, time- and-one-half for Saturday work and improved welfare plan, following reference to conciliation board; uncon- cluded.
Food processing factory workers, Chatham, Ont.	1	353	850	Aug. 14	For reinstatement of a worker off on extended sick leave; concluded August 16; nego- tiations and return of work- ers pending reference to a specialist; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During August 1956—Continued					
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Ste. Rose, Que.	1	⁽⁴⁾ 40	625	Aug. 14	Protesting elimination of pro- duction bonus; unconcluded.
Carpet factory workers, Brantford, Ont.	1	218	1,500	Aug. 23	For a new agreement providing for increased wages, reduced hours from 45 to 40 per week with same take-home pay and other changes, follow- ing reference to conciliation board; unconcluded.
Textile and knitted goods factory workers, St. Jerome, Que.	1	⁽⁵⁾ 742	2,800	Aug. 28	For a new agreement providing for increased wages and other changes, following reference to arbitration board; un- concluded.
<i>Printing and Publishing—</i> Printing plant workers, Toronto, Ont.	1	107	105	Aug. 31	For a new agreement provid- ing for increased wages, union shop and check-off, follow- ing reference to conciliation board; unconcluded.
<i>Miscellaneous Wood Products—</i> Planing mill workers, Trois Pistoles, Que.	1	122	1,250	Aug. 14	For union recognition and agreement; concluded Aug- ust 25; return of workers pending negotiations; indefi- nite.
Planing mill workers, Marlboro, Kinuso, Barrhead and Blueridge, Alta.	4	⁽⁶⁾ 78	1,200	Aug. 14	For a union agreement provid- ing for increased wages, reduced hours from 54 to 48 per week with same take- home pay and union security, following reference to concili- ation board; unconcluded.
Sawmill workers, Hearst, Ont.	1	59	530	Aug. 20	For a new agreement providing for increased wages, follow- ing reference to conciliation board; concluded August 29; negotiations; compromise.
<i>Metal Products—</i> Hydraulic equipment factory workers, Montreal, Que.	1	⁽⁷⁾ 30	500	Aug. 9	Alleged discrimination in dis- missal of workers following decertification of union; un- concluded.
Foundry workers, Vancouver, B.C.	1	65	195	Aug. 15	For a new agreement providing for increased wages and certain job classifications, following reference to con- ciliation board; concluded August 17; negotiations; in favour of workers.
Nickel smelter workers, Port Colborne, Ont.	1	2,075	2,075	Aug. 20	For a one-year instead of pro- posed two-year agreement and time-and-one-half for Saturday and Sunday work; concluded August 20; return of workers pending settle- ment; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Electro-plating factory workers, Hamilton, Ont.	1	25	225	Aug. 21	Alleged discrimination in dismissal of workers; unconcluded.
Metal pad factory workers, Hamilton, Ont.	1	19	140	Aug. 23	For union recognition, following reference to conciliation board; unconcluded.
Electrical apparatus factory workers Brockville, Ont.	1	561	1,120	Aug. 30	For a new agreement providing for increased wages and non-wage benefits, following reference to conciliation board; unconcluded.
CONSTRUCTION— <i>Buildings and Structures—</i> Plumbers and steamfitters, Port Alberni, B.C.	1	⁽⁸⁾ 104	150	Aug. 2	For a new agreement providing for increased wages, following reference to conciliation board; concluded August 3; negotiations; compromise.
Labourers, Sydney, N.S.	⁽⁹⁾ 60	300	Aug. 6	For a union agreement providing for increased wages, reduced hours from 44 to 40 per week, check-off and pay for two statutory holidays; concluded August 10; negotiations; compromise.
Labourers, St. John's, Nfld.	33	⁽¹⁰⁾ 175	2,100	Aug. 13	For a new agreement providing for increased wages and reduced hours on Nov. 1, 1956 from 50 to 45 per week with same take-home pay; concluded August 28; conciliation; compromise.
Plumbers and steamfitters, Windsor, Ont.	.....	180	1,260	Aug. 14	For a new one-year agreement providing for increased wages; concluded August 22; return of workers pending further negotiations; compromise.
Carpenters, Kitimat, B.C.	1	17	15	Aug. 28	For a union agreement; concluded August 28; negotiations; in favour of workers.
Plasterers, Hamilton, Ont.	1	⁽¹¹⁾ 26	25	Aug. 31	Alleged delay in negotiations for a new agreement providing for increased wages and other changes; unconcluded.
Canal, Harbour, Waterway— Labourers, Cornwall, Ont.	1	19	110	Aug. 15	Protesting dismissal of foreman for cause; concluded August 23; negotiations; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 ⁽¹⁾

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During August 1956—Concluded					
TRANSPORTATION AND PUBLIC UTILITIES— <i>Water Transport—</i> Unlicensed ships' personnel Donnacona, Que.	7	30	450	Aug. 8	For a union agreement provid- ing for increased wages, pay for overtime and fringe bene- fits, following reference to arbitration board; concluded August 25; negotiations; compromise.
Stevedores, Botwood, Nfld.	1	451	100	Aug. 31	Dispute over specified time for loading ships; uncon- cluded.
TRADE— Sheet metal workers and helpers, New Glasgow, N.S.	1	10	30	Aug. 1	For union recognition and agreement; concluded Aug- ust 4; conciliation and return of workers pending certifi- cation; indefinite.
Soft drink route salesmen and ware- house workers, Sydney, N.S.	1	10	210	Aug. 8	For union recognition and agreement providing for in- creased wages and union security, unconcluded.
Ready-mix concrete drivers and ware- housemen, Toronto, Ont.	4	(12) 537	1,600	Aug. 29	For a new agreement (with different Local of same Union) providing for increa- sed wages and fringe bene- fits, following conciliation; unconcluded.
SERVICE— <i>Business and Personal—</i> Garage mechanics and helpers, Courtenay, B.C.	4	28	515	Aug. 9	For a new agreement providing for increased wages, union shop and pay for an addition- al statutory holiday, follow- ing reference to conciliation board; unconcluded.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 329 indirectly affected; (4) 8 indirectly affected; (5) 167 indirectly affected; (6) 56 indirectly affected; (7) 120 indirectly affected; (8) 1,600 indirectly affected; (9) 240 indirectly affected; (10) 50 indirectly affected; (11) 12 indirectly affected; (12) 5,000 indirectly affected.

H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1956 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects.....													
Struck by.....	4	27		13	6	13		11	2		8		84
(a) Tools, machinery, cranes, etc.....		3		2	1	1		1	1				9
(b) Moving vehicles.....	1	2	1	1		5		6	1				16
(c) Other objects.....	3	22		10	5	7		4			8		59
Caught In, On or Between Machinery, Vehicles, etc..	2	1		3	4			4	2				16
Collision, Deraillments, Wrecks, etc.....	14	9		4	3	9		18	8		3		68
Falls and Slips.....	3	6	3	4	6	10	2	7	2		4		47
(a) Falls on same level.....				1									1
(b) Falls to different levels.....	3	6	3	3	6	10	2	7	2		4		46
Conflagrations, Temperature Extremes and Explosions.....	2			3	2	2					2		11
Inhalation, Absorptions, Asphyxiation, etc.....				17	5	2			1				25
Electric Current.....	2	1		3	3	5	6		1				21
Over-exertion and Industrial Diseases.....				1	1	1		1			1		4
Miscellaneous Accidents.....	1				2	1							4
Total, Second Quarter—1956.....	28	44	3	47	32	43	8	41	16		18		280*
Total, Second Quarter—1955.....	32	42	8	38	45	64	15	59	14	3	15		335

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1956

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....	1	1		1	4	11	4	2	1	2		28
Logging.....	1			1	6	11				25		44
Fishing and Trapping.....			2			21						23
Mining and Quarrying.....			2	1		3	1	2	1	8		47
Manufacturing.....					7	18			1	1		32
Construction.....	1		1		11	13	4	1	1	1		43
Electricity, Gas, Water Production and Supply.....					3	3			1	1		8
Transportation, Storage and Communications.....	1			3	3	14	2	3	1	1		41
Trade.....					2	6	2		4	2		16
Finance.....												
Service.....												
Unclassified.....			1			13	1			3		18
Total.....	4	1	11	6	39	110	14	9	19	65	2	280*

* Of this total 203 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 77 were obtained from other non-official sources.

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